Walker to head MTM advisory group

As the final phase of the MTM reorganization brought about by the setting up of General Offices-Houston, Harry Walker, vice president of manufacturing and MTM research, has been named to head up the head office MTM advisory group as vice president, reporting to Bob Hart, executive vice president. The three MTM senior advisors will report to Mr. Walker.

In addition, Mr. Walker will personally act in an advisory capacity in the fields of MTM research and development and public affairs. In this connection, he will also continue his present activities as Shell's chief representative in dealing with public officials regarding lead additives in gasoline.

John Sheehan, general manager-refineries, has been elected a vice president to succeed Mr. Walker. Ray O'Brien, manager of manufacturing engineering, will succeed Mr. Sheehan.

Walker, Sheehan, and O'Brien have all spent part of their Shell careers at the Wood River refinery.



Jim Campo



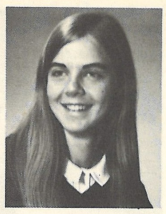
Mark Conradi



Jay Pazero



Joel Schell



Janis Tomfohrde

Wood River children win 5 Shell Companies Foundation scholarships

Five of the 50 scholarships awarded by the Shell Companies Foundation, Incorporated, this year are going to children of Wood River employees. The winners were selected by the National Merit Scholarship Corporation, which administers the program for Shell, from about 600 candidates. Selection was based on performance in tests given in 1969 and on the students' leadership and citizenship qualities.

Three of the local winners were merit finalists in the 1970 National Merit Scholarship Program and are receiving Shell Companies merit scholarships. They are Mark Conradi, son of Joe Conradi, supervisor in the research laboratory; Jay Pazero, son of Joe Pazero, operator in the aromatics department; and Joel Schell, son of Jim Schell, staff engineer in the engineering services department.

Special Shell Companies scholarships are being awarded to Jim Campo, son of John Campo, senior engineer in the technological department; and Janis Tomfohrde, daughter of process superintendent John Tomfohrde.

Each scholarship is a four-year award ranging from $500 to $1,500 a year. The scholarship program, now in its second year, is one of 13 aid-to-education programs supported by the Shell Foundation.

The Shell Companies Foundation receives funds for philanthropic purposes from Shell Oil Company, Shell Chemical Company, Shell Development Company, and Shell Pipe Line Corporation. Since the foundation was established in 1953, it has made donations of about $17 million to education programs.

Review Wood River, Illinois

Vol. 33, No. 8 June 1970



Results of recent employee attitude survey are told in series of presentations



Vin Swasey tells the results of the attitude survey to one of about 35 groups that attended presentations during the past month.

Last December, Opinion Research Corporation from Princeton, New Jersey, conducted an attitude survey among employees at Wood River. Employees were asked to fill out a questionnaire and answer questions about the refinery and research laboratory.

Before the survey, refinery manager Ed Ballman told why the project had been undertaken. "The reason for the survey," he said, "is that we want to continue to make Wood River a better place to work. We need to get ideas from all employees about our jobs, our supervision, how we get our work done—in short, the things that go into our work here."

Now the results of the survey are in. And Vin Swasey of the employee relations department has been spending the past month telling employees about Opinion Research's analysis of their answers. Opinion Research, a highly regarded consulting organization, has performed similar surveys for other major U.S. companies.

"We made every effort to see that all employees would have a chance to hear the results of the survey and ask any questions they might have," Swasey says. "We held about 35 sessions in all. Attendance was voluntary, and about two-thirds of the people scheduled for the presentations showed up. There seemed to be a great deal of interest in how the survey turned out."

Opinion Research told the refinery quite frankly that while the survey revealed some very strong points about Wood River, it also unearthed some problems. But that was what the survey was all about—finding out the areas that need improvement so that something could be done about them.

What's the next step? "We plan to study and evaluate the survey results to find out exactly what we can do about our weak points," Ed Ballman states. "We may not be able to correct them overnight. But once we determine what action we have to take, we'll take it."

EEO policies are subject of meetings

A minority awareness training program was begun recently to help employees understand what the refinery means when it says it is an equal opportunity employer.

Before the program is over at the end of the year, every supervisor will have had the chance to attend a full-day meeting devoted to a discussion of the refinery's policies as they relate to equal employment opportunities. This includes an examination of current posture and activities, plus what is anticipated for the future.

The meetings cover a multitude of pertinent topics. Frank Petty, employee relations representative in charge of employment and minority affairs, described some of them recently, speaking for the five-man team that conducts the meetings.

"We start with an overview of the current social, economic, and political scene," Frank related. "Then, there's an in-depth discussion of company policy and posture before we get into local policy and posture. Basically what we say at this point is that we want to end up with a work force at the refinery that is more nearly representative of the local minority labor market. In doing this, we don't intend to compromise on the quality of employees. Our policy will continue to be to hire minority employees who are qualified to do a job or who can be trained to do the type of job we expect from all employees.

"Next, we try to present an overview of the economic and social position of minority groups in this country. A question-and-answer session concludes a typical morning.

"In the afternoon, we concentrate on local activities that are part of our affirmative action program. For example, we describe our participation in the National Alliance of Businessmen's JOBS program, how we are trying to develop more positive relationships with the minority community, and methods of

(continued on page 2, col. 1)



Frank Petty describes EEO policies.

Equal opportunity policies

(continued from page 1)

increasing the number of minority job applicants.

"At the end of every meeting, refinery manager Ed Ballman drops by to discuss the day's events with the group.

"Response on the part of participants in the program so far has been most encouraging," Petty concluded. "All the supervisors say they think this type of meeting is important and that it makes their jobs easier."

In addition to Ballman's and Petty's contributions, each meeting also features addresses by Bill McCrary, assistant manager of personnel; Robby Robinson, supervisor in the engineering field department; and Porter Slack, manager of the employee relations department, who is coordinator of the refinery's equal employment opportunity program.

Statistics

Births

To **Gary** and **Joanne Ladd, Byron Gordon,** May 17. Gary is a laboratory assistant in the research laboratory.

To **Ken** and **Phyllis Marsh, Sandra Dee,** May 18. Ken is an operator helper in the lubricating oils department.

To **Wayne** and **Elaine Poenitske, Kathryn Elaine,** April 26. Elaine was a typist in the purchasing department.

To **Ted** and **Carolyn Wandstrat, Matthew John,** April 24. Ted is a process engineer in the technological department.

Marriages

Floyd Albert and **Glenna Furlow** were married May 9 at the First Christian Church in Girard, Illinois. Floyd is a laboratory assistant in the research laboratory.

Bill Kuhlman and **Sharon Knop** were married April 25 at St. Luke's Lutheran Church in Campbell Hill, Illinois. Bill is a laboratory assistant in the research laboratory.

Bill Leady and **Linda Kay Kopp** were married May 15 in East St. Louis, Illinois. Bill is an inspector in the engineering services department.

Bill Odle and **Carolyn Towey** were married April 25 at the First Congregational Church in Alton, Illinois. Bill is a process engineer in the technological department.

Orville Rahn and **Donna Jean Williams** were married May 8 at the Holy Cross Lutheran Church in Renault, Illinois. Orville is a tester in the refinery laboratory.

Deaths

C. M. Bund, retiree, May 21. Bund was a shift foreman in the alkylation department before retiring in February 1961.

J. H. Critchley, salvage tool man in the purchasing department, May 7. Critchley had worked at the refinery since December 1937.

E. H. Kraut, retiree, April 30. Kraut was a janitor in the engineering field department before retiring in April 1966.

E. C. Waltrip, retiree, May 12. Waltrip was a foreman in the utilities department before retiring in August 1961.

On the move

Norm Gautier, chief accountant, has been named manager of the treasury department, effective July 1. He replaces Jack Sarchett who is retiring.

Steve Herbert has replaced Dave Richardson as manager of the advanced products department in the research laboratory. Richardson's assignment as manager of economics in the operations department in the head office manufacturing organization was reported earlier. Herbert previously was manager of sales and technical development in the head office marketing organization.

Pat Nelson has been promoted to senior engineer in the engineering office department.

Bill White has been named operations foreman in the alkylation department. He had been assigned to the engineering services department.

Bob Schultz and **Joe Jacobs** have returned to the refinery after completing a 15-week process engineering training course at Shell Development Company in Emeryville, California. Bob has resumed his assignment in the technological department's hydroprocesses group; and Joe, formerly a process engineer in the lubricating oils department, has been assigned as process engineer in the technological department's petrochemicals group.

SHELL Review Wood River, Illinois

Vol. 33, No. 8 June 1970

Published monthly for the employees and pensioners of Shell Oil Company's Wood River refinery and research laboratory.

Bill Chott, editor

News in review



Fred Grush, employee relations representative, recently received a plaque from G. Duncan Bauman, publisher of the "St. Louis Globe-Democrat," honoring him as an outstanding Army Reserve soldier in the paper's annual awards program. Fred was one of only 26 Army Reservists from Missouri and Kansas to receive an award. Winners were selected for their loyalty, character, leadership, and high attendance at unit training sessions. Fred is a Specialist Fourth Class assigned to the 25th Surgical Hospital Unit based in St. Louis.

Age is no obstacle to Love. **Loren Love,** who retired as a tank car loader in the compounding department in 1953, married Baisy Gray at the Vaughn Hill Church of Christ May 4. The bride is 68, the groom 79.

Doug Laycock, son of **Harold Laycock,** operator in the dispatching department, has been awarded a three-year tuition-paid scholarship to the University of Chicago Law School. The school awards law scholarships every year to outstanding graduates of Michigan State University. Doug, who graduates from Michigan State this June, worked at the refinery for three summers.

Rich Horbelt, painter in the engineering field department, won seven ribbons for roses he grew at the Rose Show held by the Greater St. Louis Rose Society at Shaw's Garden in St. Louis. Rich, who has over 100 rose bushes in his yard—80 are different varieties—captured one first-place blue ribbon, four second-place red ribbons, and two third-place yellow ribbons.

Dave Trumpy, research engineer in the research laboratory, was recently presented the Horning Memorial Award for 1969 for his paper entitled, "The Preknock Kinetics of Ethane in a Spark Ignition Engine." The Horning Award is presented each year by the Society of Automotive Engineers for the best papers, series of papers, or distinguished accomplishment related to the better mutual adaptation of fuels and internal combustion engines.

Paul Schwabe, son of **Ben Schwabe,** material analyst in the purchasing department, is the leading pitcher and one of the leading hitters on the Roxana High School baseball team. Paul has a 7-0 pitching record and is hitting at a .424 clip. The Roxana team is favored to win the Illinois State District Baseball Tournament.

Al Slivka, senior programmer in the treasury department, has been named a member of the one-gallon club in the American Red Cross Blood Donor Program.

Refinery superintendent **Tom Graham** was recently elected vice president of the legislative division of the Wood River Chamber of Commerce.

The Shell Wood River Federal Credit Union says it can give members the following services: give you a safe place to save, pay you compounded earnings on savings, allow you to save any amount, finance a new car or boat, lend you money in emergencies, let you borrow for any good purpose, lend you money at low interest, arrange easy payments on all loans, insure loan payments in case of death, give fast service without "red tape."

SRA members are reminded that they are invited to attend a duplicate bridge game that is held the first and third Mondays of each month at 7:30 p.m. in the refinery cafeteria.



Members of the Research Lab Club, their families, and friends enjoyed a tour of Grant's Farm in St. Louis April 25. An elephant show was just one of the many highlights of the afternoon.

Instrument man's simple device solves sampling problem

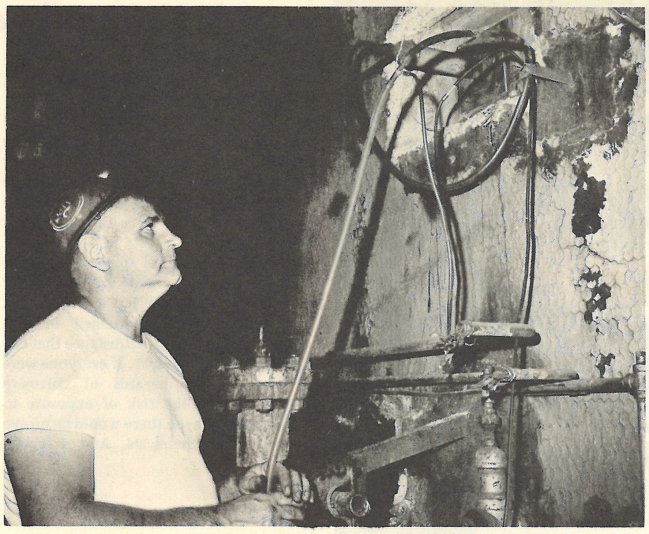
Tom Doty is an instrument man, not an inventor. But a homemade system he discovered at the boiler house appears to be an excellent solution to the problem of obtaining flue gas samples from the ducts of refinery boilers and heaters.

Elaborate devices have been tried. But none seem to do the job as well as a simple plastic-tube contraption Tom jerry-rigged on the job about eight years ago.

Sampling of flue gas from boilers and heaters is necessary so instruments can perform continuous analysis of the oxygen content. The percentage of oxygen in flue gas is a measure of the efficiency of the combustion that is taking place.

But sampling presents problems. First of all, there's a slight vacuum inside the ducts where the samples are taken. So the method of pulling a sample has to provide a lower pressure outside the ducts to draw the gas out. Then there's a clogging problem. The pipes the gas passes through on the way to oxygen analyzers tend to become blocked, sometimes leading to damage of expensive parts of the analyzers.

Tom Doty's device provides such simple answers to the problems that it puts more sophisticated equipment to shame. Basically, it consists of plastic tubing and a special "T" that connects with a pipe leading to the ducts to be sampled. Water is supplied to the center connection of the "T", then falls down from the "T" to create enough vacuum to pull gas samples into the upper connection of the "T". The sample gas is entrained in the water which is routed to a water separator for gas removal. The see-through plastic tube provides for a constant visual check on clogging and is easily replaced.



Tom Doty with his homemade gas-sampling apparatus at the boiler house.

Like most discoveries, Doty's invention came about by accident. "I was trying to make a sample cooler to use in connection with one of the sampling devices," Tom recalls. "After a couple of days, I found out that the main equipment wasn't working and that the cooler had taken over and was removing the sample by itself. That was seven or eight years ago. We started using it right away."

Tom and his fellow workers refined the initial unit over the years. It has been used intermittently at the boiler house since it was discovered.

It wasn't until recently, however, that the increased potential of Tom's discovery came to light. "The weaknesses of some of the other devices became very clear when we tried to use them to get samples from some of the new refinery units," says Will Deissinger, staff engineer in the engineering services department. "We knew that Tom's system worked at the boiler house, so we decided to give it a try.

"The idea is being applied now to the heaters at distilling 2," Deissinger continues. "There are additional problems there that aren't found at most boilers, such as protection against freezing, large distances from tap to instrument, and less accessible sample points. We're still experimenting with these systems now, but we're getting favorable results. We think Tom's method will be useful at other heaters."

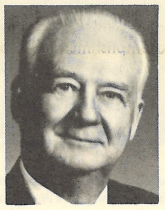
Tom Doty describes his sytem as the "height of simplicity." And it is. He didn't even set out to develop it. It just happened.

But Tom was able to spot a good thing when he saw it. Nobody had to tell him the system showed promise. He saw it and acted on it. He was thinking while he was doing his job.

Retirements



Carl Colborn
Gas-thermal cracking



Homer Chandler
Research laboratory



Tom Deen
Engineering field



Hal Lasseter
Engineering field



Everett Steelman
Catalytic cracking

Safety, cooperation played big roles in DHT shutdown

The distillate hydrotreater in the aromatics department underwent a 12-day scheduled shutdown from April 25 to May 6. The job was completed safely, ahead of schedule. And according to Denzil Dyer, shutdown supervisor in the engineering field department, the credit goes to the 188 craftsmen and foremen who manned three shifts and worked a weekend to perform the required maintenance.

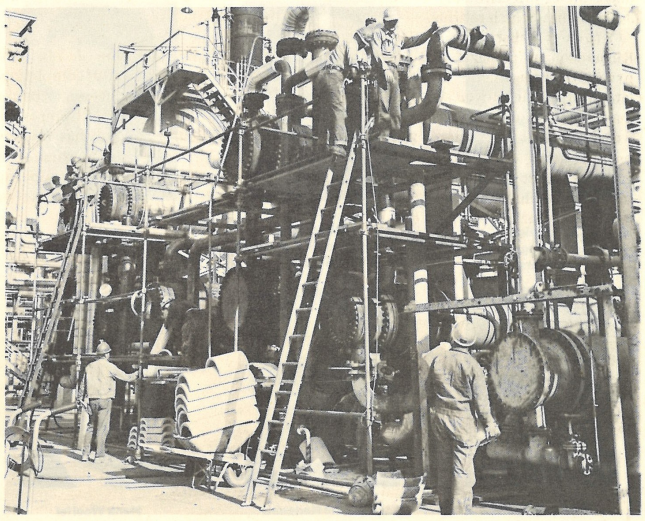
"It was a challenging shutdown," Denzil says. "The DHT area is very congested and complex to work in. It makes safety more important than ever. We only encountered a few, very minor injuries. So safe work practices really paid off.

"All the work that had to be done also required a great deal of cooperation. And it was the very best," said Dyer.

The maintenance work involved pulling and cleaning 25 tubulars, completely overhauling two compressors and several pumps, making major heater revisions, installing two new trays in the reactors, making major piping revisions to "debottleneck" the unit and increase the capacity, completely changing the catalyst in two reactors, and repainting the heater. heater.

Unfortunately, problems that developed two days after the unit was started marred an otherwise successful operation. A shutdown was necessary to replace some heat exchanger floating-head bolts and a control valve sized too small for the increased design throughput of the unit.

The unit is now operating smoothly, however, and barring unforeseen future problems should run about two years before another turnaround.



Craftsmen swarmed around the DHT area for 12 days during the shutdown.

Don't forget to sign up your 19-year-old for HSM coverage

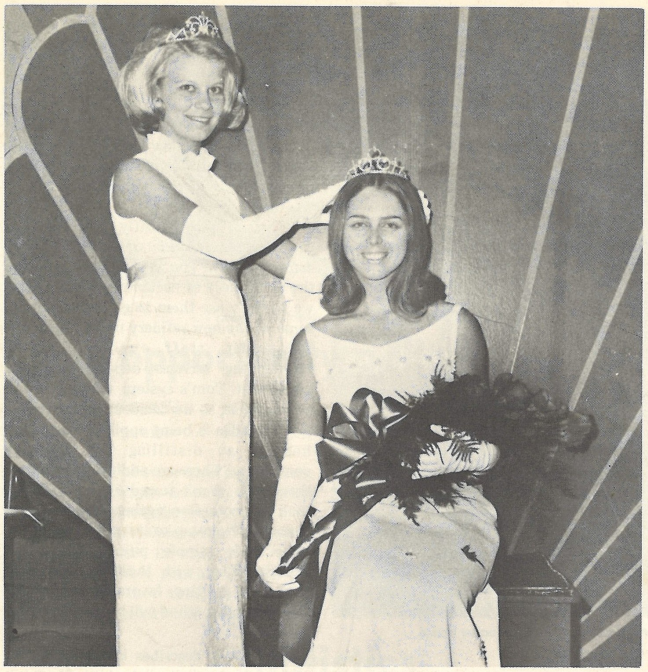
If your child's nineteenth birthday is coming up, don't forget to drop by the employee relations office and sign him or her up for continued coverage under the hospital surgical medical program.

Regular dependent coverage stops at age 19. But a slight increase in your monthly payroll deduction for insurance can make your child a sponsored member of the HSM program—provided the child isn't married and doesn't have a full-time job.

The best time to sign up is during the month your son or daughter turns 19. There's about a one-month grace period for enrollment after a dependent's birthday, but waiting too long can mean a lapse in coverage and extra paperwork.

When your child who is a sponsored member gets married, starts a full-time job, or reaches the age of 25, you should pay another visit to the employee relations office to stop the increase in your insurance premium. Otherwise you'll be paying for coverage you aren't getting. A sponsored member who doesn't qualify as a dependent isn't covered under the HSM program even though insurance premiums are still being paid.

Additional details on the HSM program can be found in section 2 of the booklet, "Shell and Your Benefit Plans," which all employees received last year.



SRA'S queen for 1970

Cheryl Thiele, SRA's 1969 queen, crowns Pat Banovz of the purchasing department queen for the coming year at the association's queen coronation dance May 1. About 400 people attended the annual spring festivities at the Collinsville Park Ballroom to see the outcome of queen balloting conducted among SRA members earlier at the refinery and the dance.

Red Cross Bloodmobile will pay its annual visit June 29, 30

The Red Cross Bloodmobile for Shell Wood River employees will pay its annual visit to the Rox-Arena June 29 and 30. Cards will be passed out to employees soon, offering everyone a chance to donate blood.

As in past years, all employees who can be spared from their jobs long enough to donate blood will be able to visit the bloodmobile during working hours with no loss in pay. Schedules will be distributed after all the cards are returned. Transportation will be furnished from the refinery to the Rox-Arena.

Participation in the Red Cross blood donor program not only provides a source of much-needed blood for local hospitals, it is a form of insurance. A donor and his immediate family are entitled to free Red Cross blood whenever they need it.

Donors will also be eligible for a drawing in which six winners will receive 15 gallons of Shell gasoline.

Service anniversaries



Frank Heintz
Lubricating oils
40 years



Nellie Goehe
Engineering field
35 years



Red Britton
Engineering field
30 years



Joe Kingery
Engineering office
30 years



Wayne Redenbo
Dispatching
30 years



Hank Woelfel
Engineering field
25 years

High-top boots around rattlers, goggles around acid and caustic

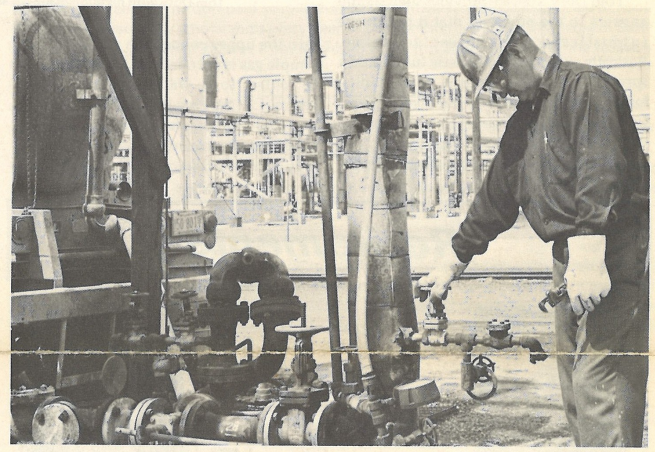
"CAUTION: Rattlesnakes at large. Wear protective equipment."

If the above warning were applicable in this refinery, there would probably be little difficulty in getting people to wear high-top leather boots. At least everyone would be eager to take the necessary safety precautions at first, while the danger was fresh in his mind.

Maybe a piece of pipe or a valve containing acid or caustic isn't as colorful or dramatic as a rattler, but it could be just just as dangerous. Contained in that chemical equipment is a substance that can take away your eyesight. If everyone were as alert to the hazards of corrosive materials as to the risk of exposure to rattlesnakes, maybe there would be no eye injuries from chemicals. And everyone working with chemicals and chemical equipment would wear his goggles at the slightest chance of exposure.

Have you ever seen a big-league baseball catcher take even one pitch behind a batter without his protective equipment? No? I haven't either. But you may have seen men start to open equipment or do other potentially hazardous jobs without wearing their personal protective equipment. The baseball catcher may remember occasions during his sandlot days when players were seriously hurt because they were not wearing a face mask and body protector. Similarly, the people working here know of severe injuries caused by not wearing the right equipment. He who profits by his knowledge in either case is wise.

RED BAIRD,
SAFETY SUPERVISOR



Charlie Caulk, operator in the acid-handling plant, uses his goggles when closing a bleeder to check a blow-out line at the plant's truck-loading rack manifold.

Classified ads

FOR SALE

Lot on a lake subdivision a few miles north of Alton. Fishing and swimming only. $650. A. Scharf, 876-8214.

Schwinn 28-inch girl's bicycle. Good condition. O.G. Gilbert, 254-5449

One-wheel trailer. Girls' bicycles, 24 and 26 inches; 16-inch bicycle, either boy's or girl's. Magnavox stereo console record player with AM and FM radio. H. C. Kuhlman, 888-2427.

G. E. window unit air conditioner, 11,500 BTU. Used four months. $175. L. R. LaRose, 254-5657.

1958 Oldsmobile. Parts for 1962 Chevrolet. J. L. Hoskins, 377-8424.

FOR RENT

Vacation travel trailers equipped with gas bottle, stove, and light. Will sleep six. $28.50 per week or $6 per night for change days. Tom Doty, 254-2994.

WANTED

1962-63 Volkswagen in good condition. W. Landers, 656-6465.

FREE

Female Siamese cat to good home. Not good with children or other cats, but good pet otherwise. Jerri-Jo Schneider, 466-5960.

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