

That Ounce of Prevention . . .

Let's Try It!



"*Stop*"

. . . the red light means
just one thing—STOP!



"**WAIT**"

. . . this is a warning
that cross traffic needs
a small interval of
time to clear the in-
tersection.



"*Go*"

. . . under protection of the
green light you are safe
from the dangers of cross
traffic.



*June
1938*

SHELL NEWS

James W. Cowles . . .

In the Shellimelight this month is James W. Cowles, assistant manager of the Gas-Gasoline Division, Mid-Continent Area, who received the 1938 Hanlon award "for outstanding service to the natural gasoline industry." Presentation of the award, an engraved gold watch and a bronze plaque on which is engraved the names of the recipients, was made at a meeting of the Natural Gasoline Supply Men's Association in Tulsa last month. The award was established last year by E. I. Hanlon, Tulsa gasoline manufacturer.

Mr. Cowles' distinguished contribution to the industry is the standard contract form for the purchase of natural gas. It was long recognized that some standard agreement was essential in the highly important business of contracting with producers in the field for natural gas. As chairman of the Association's committee on contracts, Mr. Cowles formulated the contract which today is recognized as standard by the Department of the Interior and is used by practically all oil companies.

Starting with Shell in 1926, Mr. Cowles, a graduate in law from the University of Nebraska, has held various positions in the Gas-Gasoline Division at Tulsa, and in 1937 was made assistant manager of that division.



Let's Get Acquainted

This is the

LEGAL DEPARTMENT

Consider the problems that beset the average man who tries to run a business. First he must get a location, either buying it outright (in which case the title must be cleared) or renting, which requires an agreement fair and satisfactory to lessor and lessee. Then he may contract for a supply of merchandise, again requiring an agreement satisfactory to seller and buyer. In addition he must comply with numerous city, county, state and federal laws.

Multiply the trials of that average man by thousands, add titles to valuable oil land, claims for damages, questions of insurance, taxation and contracts as well as increasing regulatory statutes imposed by government, and one can form some idea of the legal problems facing a business of the size and scope of Shell. While many of the corporation's staff are familiar generally with the law, few, if any, who have not spent years in its study are qualified to cope unaided with the legal questions involved in

conducting a modern business. Since its start, therefore, the corporation has seen fit to use men competent to advise in its legal problems.

The present Legal Department is five years old. Prior to January, 1933, all formal legal matters were handled by outside counsel. Paralleling the reorganization of field activities at that time, it was decided to employ attorneys directly on the staff to handle much of the work. Accordingly, legal sections were established at St. Louis, Tulsa and Houston.

At first the principal duties of the Area sections included decentralized title work, preparation of contracts and handling of routine suits, while the Head Office section was concerned mainly with preparation of contracts, legal problems in marketing, general consultation service and the control of all contacts with outside counsel.

After two years' operation the Legal sections were separated from



Geo. W. Cunningham, manager of the Mid-Continent Legal section, with some of his capable staff. From left, P. H. Howard, Mr. Cunningham, D. A. Olds, R. A. May.

Public Relations and established as a separate department. C. S. Gentry was appointed manager of the department and secretary of the corporation. He remained until January, 1937, when he was transferred to Shell Union, where he is now serving in a similar capacity. Joe T. Dickerson, then head of the Tulsa section, was moved to St. Louis to succeed Mr. Gentry. Under Mr. Dickerson's management the department has taken on

added responsibilities and has continued to confirm the wisdom of its formation. Many lawsuits of a type formerly handled through outside counsel are presently handled by the department direct.

There are 35 lawyers now on the staff. Largest from a personnel standpoint is the Texas-Gulf section, under the management of A. E. Groff, with a group of 15 lawyers. The Mid-Continent section, now under Geo.



J. D. Watkins and J. C. Quilty look up a little law in a corner of the St. Louis section's library.

W. Cunningham, has ten lawyers, and the Head Office section has a like number. An interesting commentary on the department staff is its high percentage of honor graduates, 22 out of the 35 being in this category. Since June, 1937, the St. Louis group has occupied new quarters on the eighth floor of the Shell Building. Here, as in Tulsa and Houston, adequate facilities have been provided, including legal libraries and other necessities. Mr. Groff and Mr. Cunningham have recently been elected assistant secretaries of the corporation.

Anyone familiar with the petroleum industry can easily realize the need for legal protection in the matter of oil leases, involving title to valuable mineral lands. Since most of the corporation's oil lands are in the Mid-Continent and Texas-Gulf areas, the problems of the area offices continue to pertain chiefly to leasing, exploration and production activities. New federal regulations as well as social security legislation have greatly increased the work of the St. Louis section, and opening of the nearby



Under the management of Joe T. Dickerson, the Head Office Legal section has taken on many new responsibilities.

Illinois oil fields has necessitated their handling the additional legal details involved in oil field development.

The Legal Department's files are always interesting and sometimes not without oddity. One inci-



S. W. Key and G. C. Schoenberger are on the legal staff at Houston.

dent, occurring in a production field, raised the question of whether it is legal to drill an oil well in a graveyard. In another instance it was necessary to investigate the use of Shell's colors by a competitor and stop it by injunction. Some of the suits verge on the ridiculous.

Legal problems often have far-reaching consequences and a too hasty decision might easily result detrimentally to the company. People came to the department with questions which they think can be answered "in just a minute." When a lawyer hears the question, he often recognizes a problem requiring legal research and the assembly of additional facts not at hand. To avoid misunderstanding and errors, "curbstone" opinions are discouraged in the department, and it, in turn, expects that requests for opinions will be submitted by memoranda setting forth fully and concisely the facts involved. This procedure insures, first, that the request may be assigned to the attorney most familiar with and best qualified to handle the question; second, that he may have time to look



A. E. Groff, manager of the Texas-Gulf Legal section, has been with the company 14 years.

up the law and give a well-considered opinion; third, that the more important requests be given precedence; and fourth, that a proper record be kept of the requests received and opinions given.



Two more of Houston's legal staff, H. M. Kisten and R. H. Whilden.

THE JOBS SEEK THE MEN

New Gasoline Pipe Line Brings Opportunity to Employees in Five Departments

When choosing employees to direct and operate a new Shell venture, the management has a task much greater than merely drawing names from a hat. If the new work is of a kind relatively new to Shell experience, and particularly if it is vital to the success of Shell's general business, the proper selection of men becomes very important to both the men and the management.

Just such a venture is the new Gasoline Pipe Line that runs eastward from Wood River Refinery into Ohio. One might assume that this is only an extension of the present pipe line system, yet the problems to be met and overcome in the operation of the new line differ in many respects from those encountered on the crude oil lines.

Maintenance work on the sections of pipe line between pump stations and terminals is much like that on the older system. Constant vigilance is even more important on the new line, however, because the lighter and more valuable refined products will more easily escape through a leak, thereby causing greater financial loss if the leak is not soon discovered and repaired.

Dispatching and operating

problems are more numerous and diversified in many respects. The line will receive and deliver various types of marketable gasoline. Market demand and other factors dictate moving the gasoline in relatively small batches or "tenders." Although the line is less than 400 miles long, it may contain several tenders at one time with the requirement that deliveries of all be made simultaneously, each at a different point. The proper direction of these movements will require of the dispatching staff a peculiar combination of mathematical and technical knowledge as well as practical ingenuity.

The station pumps are generally similar to the electric-driven centrifugals that handle crude oil in a part of the Texas lines, but they are to be controlled more or less automatically through complex electric and pneumatic switch-gears. All receipts and deliveries are to be gauged by accurate and delicate displacement meters. Various gasolines will be "taken off" or delivered into bulk plants or terminals located along the line at pump stations as well as at the larger towns and cities between.

Not only will the station chief operators and shift operators be

responsible for successful operation of this special equipment, but they and the terminal superintendents (who are also gasoline line employees) must also handle the deliveries into storage tanks, tank-cars and tank-trucks, test the products for rigid delivery specifications in the local laboratories and conduct necessary business with customers, railroads and truck lines. In addition, they must learn to operate a teletypewriter!

These are but a few of the special requirements of jobs on this new artery between one of Shell Petroleum's principal sources of refined products and its important northeastern market. Along with other qualifications, they set the task of the management to find men who, because of experience, capabilities and personal qualifications, could be expected to master the new jobs quickly and put the venture on a successful basis.

After due consideration the position of general superintendent of the Gasoline Pipe Line was entrusted to S. S. Smith, then in technical charge of gas operations in the Manufacturing Department. Mr. Smith now has general charge of the line, reporting to R. B. High, manager of Shell Pipe Line. The position of field superintendent was given to W. H. Shelley, then superintendent of the Illinois Division of Shell Pipe Line. Both of these men are well fitted by past experience for their new responsibilities. Mr. Smith came with Shell in 1924 and Mr. Shelley in 1916.

Next in supervisory importance is the job of chief dispatcher, which was assigned to M. E. Overman, then assistant section head in Transportation and Supplies Department. In addition to a knowledge of products, conditions within the refinery and customers, his contact with operations gained at Houston well qualifies him to direct the diversified

movements of refined products in the line. The many engineering problems in connection with station equipment design and operation require an electrical engineer on the staff, and J. H. Hall, who demonstrated his ability as assistant operating superintendent in the Southeastern Division of the Marketing Department, was given this job. The position of chief accountant, requiring great precision in setting up office records and accounting procedure, was given to R. F. Ballman, then assistant section head in the Head Office Treasury Department. Mr. Overman has been with Shell since 1926, Mr. Hall since 1932, and Mr. Ballman since 1921.

It is noteworthy that these five men, to whom Mr. High will look for the successful operation of the line, have been selected from five major departments. Although this was actually the consequence of the men having been promoted on their merits, it demonstrates the broad basis upon which selection was approached.

In Head Office are also four shift dispatchers, a junior engineer, two clerks and a stenographer, chosen from three major departments and previously located in four different cities. Six of them have been with Shell since 1923-1929.

Located at field headquarters in Zionsville, a suburb of Indianapolis, are the chief clerk, meter supervisor, chief chemist, and mechanical maintenance supervisor. These men were selected from the Production Department and Wood River Refinery, with hiring dates 1923-1930. Three line maintenance foremen selected from Shell Pipe Line, with locations not yet assigned, will also report to Mr. Shelley. All received promotions on the move, and have worked with Shell since 1926.

Of particular interest were the selection of station and terminal

supervisors, as these jobs demand men with rounded experience, suitable personal qualifications, adaptability and resourcefulness.

For the initial station, designated "Roxana," a prime requisite is knowledge of Wood River Refinery supply and operating conditions. Accordingly, the chief and five shift operators were transferred from Wanda, the adjacent Shell Pipe Line station. At the next station, Casey, semi-automatic and isolated and with no local deliveries to be made, the special needs were all-around knowledge of products and equipment, and mechanical ability to keep the station in operation during emergencies. Three men from the Gas and Gasoline Division were selected, the chief from Kansas, one operator from Oklahoma and the other from Texas. They were hired in 1927 and 1928. The chief operator, J. R. Robinson, was for some time chief engineer of the South Udall, Oklahoma, gasoline plant, a similarly isolated operation.

At Zionsville, next station and adjacent to field headquarters, the presence of a large delivery terminal gives to the chief the title of "terminal superintendent." W. F. Burcham, with Shell since 1916 and ex-chief engineer of the Tonkawa, Oklahoma, gasoline plant, was selected. His crew of operators were hired between 1922 and 1929. One hails from Shell Pipe Line's Willard station and four from Arkansas City Refinery. Two clerks and five loading-rack men complete the Zionsville crew.

The end of the line presently is at Lima, Ohio, and product transfers to other pipe line companies as well as important local deliveries will be handled there. The terminal superintendent, J. J. Kuehn, with Shell since 1925, was engineer at the Lucien, Oklahoma, gasoline plant. Three operators and a clerk have



S. S. SMITH
General Superintendent,
Gasoline Pipe Line

been selected from Arkansas City Refinery, the operators having been hired in 1924 and 1926.

To date, terminals have been located between stations at Effingham, Illinois, Terre Haute and Muncie, Indiana, and Springfield, Ohio. The men selected as superintendents at these points are respectively C. W. Schultheis, F. D. Miller, and J. R. Rodger, all from Arkansas City, and F. R. Chase, ex-chief engineer of the Braman, Oklahoma, gasoline plant. These men all were hired between 1921 and 1924.

Transfer of eight men from the Gas and Gasoline Division was based on their special qualifications, viz.: familiarity with repair as well as operation of centrifugal pumping equipment, special instruments and meters, knowledge of laboratory testing of light products, experience in handling deliveries to tank cars and tank trucks (and the outside business contacts involved) and a thorough ap-

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"... red snappers rained on the deck."

FISHING IN THE GULF

Through an early morning mist the schooner *Flapper* chugged resolutely out to sea, loaded with fishing tackle, cameras, lunches and life preservers, and a cargo of thirteen hopeful fishing enthusiasts from the Houston office. They were indeed a lean and ascetic-looking crew; for months they had gone without "tailor-made" cigarettes, "cokes" and candy bars so that the hoarded nickels might buy a new reel or extra heavy pole that one "just had to have." Heart-breaking disappointment had also been their lot, for on the evening before the day first planned, the bottom fell out of the barometer, six and one-half inches of rain deluged the city of Houston, and the wind blew in from the Gulf at sixty miles an hour.

But this morning of May 14 had dawned clear and calm, and with rods and reels stowed safely away, the beer barrel lashed fast, and a plentiful supply of seasick remedies on board, the dauntless crew was at last bound for a first-class tussle with whatever deep-sea monsters they could

T. A. Gumert, a draftsman in the Production Department at Houston, proves in this article that Ernest Hemmingway is not the only deep-sea fisherman who can write about it. For this salty yarn and the accompanying photograph he receives \$10.

scare up. Various and fearful were the seasick remedies, including lemons to be chewed and Old Mrs. So-and-So's pills, most effective when washed down with a chaser of gin. As reporter for the expedition, the writer felt impelled to sample them all, with results that were pleasing as well as instructive.

Four and a half hours of steady chugging brought the *Flapper* far out into the Gulf. Trolling had already netted two nice kingfish, and now we were arrived at the Banks where the big fun was to start. Carefully the skipper moved a few rods to the right, a few to the left (port and starboard, pardon us), heaving the sounding lead after each move and

thoughtfully examining the core recovery. At last he stopped the engine and spat to leeward.

"You might drop a line over about here, boys."

Thirteen hooks hit the water simultaneously, and one minute later fish seemed to be raining on the decks. For about five minutes the fish bit as fast as one could drop a line over, then we drifted off the bed and the fishing slackened. Only then did we have time to realize what had been happening. For fear of being called a prevaricator, the writer will refrain from stating how many we caught in that first flurry, but there were more fish piled up in one place than our eyes had ever seen before.

We spent about two hours in this manner, drifting about until we hit a school; then muscles creaked and fish thumped on deck; more minutes of drifting and hoping, and another fast and furious period of heaving and pulling. At the end of two hours 95 beautiful red snappers, weighing from one to 26 pounds, were tucked safely into the hold and we were all glad to relax. If you don't think it's work to manhandle a five or ten-pound snapper up through forty feet of water, try it for half an hour. Believe it or not, you'll be mighty glad when the fish stop biting.

The *Flapper* was put about, the trolling rods were once more cast over the stern, and we headed back for Freeport. Three more kingfish and a dolphin were caught on the way back.

Don't imagine that the trip was the orderly affair pictured in this article; a three-ring circus would better describe it. All the familiar types were present—the man on the bow, with a hangover in his head and a chew in his mouth (the blasted land-lubber consistently spat to windward!) There was the persistent angler who dragged his line until the boat tied up

at the pier; the man with the sun-burned neck; the man who grabbed a fish every time a camera was pointed in his direction; the hapless soul with a juicy sandwich in one hand, a can of beer in the other, and a pesky fish tugging at the line between his knees. And of course there was the Movie Fan, leaning over the rail with a camera in one hand, resting the other securely on the back of a porpoise. The pandemonium that ensued when someone shouted "Strike!" would have put a Hollywood shooting scene to shame; cameras were ranged from every angle, and had anyone lost a fish, his misfortune would have been preserved for all posterity.

First fish: Eddie Mayer, who also led the field by catching two kings. Largest fish: D. J. Reddick landed a 10-pounder with rod and reel, but the argument will never cease as to who caught the largest on a hand-line. Total catch: 95 red snappers, 5 kingfish and one dolphin. Total seasick: Phooey!



Feelin' for the banks.



We Point With Pride . . .

To the splendid achievement of 2375 Shell men who drove 84,913,317 miles on company business without causing a single death.

What a record! Not one Shell driver lost his life while on the job, not one public death was attributed to Shell from June 30, 1936, to May 2, 1938. Meanwhile the national average was one death in every 6,000,000 miles. On that basis Shell would have caused 15 automobile deaths during the same period, yet not one can be chalked up against our driving fleet's shining record. And this period has been the worst in the nation's history with regard to automobile ac-

cidents. It was the first time deaths exceeded 40,000 per year, or injuries totaled more than a million. Shell's achievement, over a period of nearly two years, is especially significant in contrast with national figures.

84,913,317 miles is a lot of driving when one thinks of the careless drivers encountered and the close calls avoided even on a short trip of 100 miles. Stretch this to a distance equal to 3,396 trips around the world—without one fatal automobile accident and the feat is remarkable.

The Shell fleet is among the largest in the country. To operate 2,375 vehicles ranging from light speedy salesmen's cars to immense Diesel trucks carrying loads of 4,000 gallons of gasoline, obviously requires capable, careful drivers. To cover 25 states means driving in all seasons of the year under every type of road hazard—rural roads, metropolitan streets and congested main-traveled highways. To drive 84,913,317 miles on company business means exposure to millions of other drivers, ranging from the responsible to the criminally careless. Despite these obstacles, however, Shell drivers covered this mileage without being involved in one accident that cost the life of either an employee or the public.

In the light of this remarkable record, Shell's careful drivers and safety program deserve national recognition. They can be pointed to with pride.



Typical Shell safe driver is A. J. Lippoldt of Wood River Refinery, who has driven company equipment on congested public highways for 15 years without an accident.

Yet View With Concern



The untimely deaths of 13 Shell employees in automobile accidents that occurred off the job during the same 23-month period.

What a contrast to the splendid industrial record cited on the opposite page! Four of these dead were employed as drivers of company equipment, and one of them was driving the same vehicle he had so carefully handled during his working hours. Five of the others were driving private vehicles, and two were passengers in cars driven by others. Two were pedestrians. We may well ponder this serious loss and the conditions which brought it about.

On the job, most of these dead were careful men. It is human for employees to relax work-day tension as they turn towards home where love, food and the comforts they have earned await them. But this change in their mental attitude and physical reactions causes them perhaps to throw caution to the winds.

An erroneous assumption may be prevalent that leisure hours are free from hazards—yet actually

more deaths occur from home and "after hour" accidents than all the industrial fatalities combined. Certainly greater hazards in automotive travel exist after dark, on week-ends and holidays. Even those whose driving habits are good may, as passengers or pedestrians, become victims of the carelessness or thoughtlessness of others.

The friends and families of those Shell employees who lost their lives in accidents while off the job have our deepest sympathy. In their tragedies is a lesson for each of us. If we have been thoughtless in operating our own automobiles or careless in our homes, we can correct it, as has been demonstrated by experience on the job. This futile waste of human lives—the aftermath of bereaved homes and sorrowing friends—can be curbed by observance of *common sense, caution, consideration and courtesy*.



Indicative of the nation-wide campaign to make automobile drivers safety conscious is this grim float in a safety parade in Tulsa.

25 YEARS WITH SHELL



C. B. Singleton

One day in June, 25 years ago, a young man named C. B. Singleton met an acquaintance on a street in Tulsa.

"What are you doing with yourself these days?" asked the friend.

"I've just sold my grocery store and am going back into the oil business. You know I was with Gulf Pipe Line and the Gypsy Oil Company for five years."

"Why don't you come over to Roxana and do my work for a few months? I want to go up around Joplin and Springfield to look over some prospective oil lands."

"Roxana? That's a new company, isn't it?"

"Yes, they just started last August. But I'll tell you something, C. B.—I believe the company has a future. Better come over and give it a try."

So in June, 1913, C. B. Singleton went to work as an accountant for the Roxana Petroleum Corporation—forerunner of the Shell Petroleum Corporation—at \$90 a month. When the company's first purchasing agent left about a year and a half later, he took over the job and has held it ever since. During the period



The Purchasing Agent's office during the War. Shown with Mr. Singleton is Miss Tommie Raper, still in the Production office at Tulsa. Note the Red Cross membership card displayed on the bookcase.

when the company had no official treasurer, he held the position of assistant treasurer. Today he has the distinction of being Shell Petroleum's longest service employee.

Mr. Singleton's recollections of the company's early days are a far cry from today's efficient management. One of his first jobs was to go into the field and take inventory. He found a complicated situation. It had been the office manager's habit to cut in half all orders for materials, which idiosyncrasy the field men soon discovered and proceeded to surmount by ordering double the quantity of supplies needed. Life on the Oklahoma oil front in those days was nearly as crude as the oil it produced, so one can easily imagine the language which the field men used to express their opinions of the home office. Singleton, whose hobby was, and still is, making friends, started out to reconcile the field and home office, and through his efforts better feeling was soon established. To make the rounds of the field offices on roads that were no more than cow paths was a rough and somewhat hazardous experience. The company owned a 1912 Buick touring car and three motorcycles at the time, but the men refused to ride the motorcycles, preferring the oilfield buckboard drawn by horses.

Employees of today, working under pressure most of the time, will have difficulty in believing that conditions were ever different, but Singleton recalls the days when they pitched pennies (nickels on pay days and when they were feeling flush) to pass the time away, for the production of crude oil far exceeded the demand of automobiles of that day. During the hectic days of the war, however, things speeded up again. To obtain materials for operation, especially steel and machinery, it was

necessary to secure a priority certificate from Washington. Then, as never before, it was advantageous to have friends among the makers and sellers of equipment.

Born in Greeley, Kansas, in 1881, Mr. Singleton this month celebrates his birthday as well as his 25th anniversary with the company. He is married, has one son and one grandson, and hopes that when the time comes the lad will be as fortunate as his grandfather in going to work for a company that "has a future."

The Jobs Seek the Men

(Continued from page 9)

preciation of the precautions necessary when handling light refined products. The promotion opportunities afforded others in the Division were indeed fortunate, as many of the men had of necessity been previously set back because of the gradual curtailment of plant operations with the dwindling of gas supplies in the older fields.

The more recent movement of eleven men from Arkansas City Refinery was due to the management's special efforts to care for some of those who must otherwise be released in the recently announced shut-down of the refinery. The men were well qualified. Although for some the changes were not promotions, the new work is reasonably on a parity with that in the refinery.

While this pipe line venture called for somewhat broader handling than usual, the management definitely fosters similar careful consideration of capability and past performance in all proposed personnel movements. A testimonial to the broad range of experience among present employees is the fact that it has been possible to fill all requirements from within the organization.

stantly alert for any evidence of an oil leak in the line between stations. Daily the lines are patrolled by line-walkers who watch the ground surface for oil stains. However, the occurrence of a leak can usually be first detected either by an unexpected drop in the station pumping pressure or by differences in the delivery and receipt gauges telephoned hourly to the dispatcher from successive stations.

Any batch of oil to be pumped, whether a thousand or a million barrels, is called a "tender." Certain crude oils have unique fitness for production of lubricating oil, aviation gasoline, etc. Others may have a high sulphur or wax content that requires special refinery treatment. In any event it is desirable that the oils be kept separated until they are refined. They are collected in separate tanks at the field tank farms and are delivered, one batch or tender at a time, to the first pump station.

To minimize "contamination" or intermixture of tenders at intermediate stations, the local "float" or balance tanks must be emptied of the last oil when the first of the new tender arrives. The time of arrival is predicted by the dispatcher, and the station engineers must follow his instructions closely. If the new oil is more viscous (resistant to flow) than the last, the engineer probably must slow down the pumping rate in order to avoid building up excessive pressures in the line. The pumping schedule may then continue without change for many days until the arrival of another tender.

Behind the tank farms from which the main line stations draw their tenders are extensive systems of gathering lines and a number of smaller pump stations of various types that move the oil from lease tankage to

the farms. These gathering line stations are manned by operators or pumper-gaugers, depending upon their location and size.

Cottages for married employees and a dormitory for the unmarried are provided at every main line station, but some of the station operators live outside the properties, either by necessity or choice. Other employees not previously mentioned, such as pipeline repair crews, telephone maintenance men, line-walkers, etc., also live as conveniently as possible along the lines.

Extending from the Gulf to the Great Lakes, the stations are located in every type of country, from the open ranges of West Texas to the wooded valleys of the Ozarks. While the married pipeliners might believe that "the longest way round is the sweetest way home," those who originally located the lines obviously remembered that a straight line is the shortest distance between two points. For this reason the lines are straight regardless of topography, with the result that many of the stations are remote from other communities, in which case the problem of transporting supplies, mail, etc., becomes of great importance to the harmonious operation of the stations.

But isolated though some of the stations may be, there are still compensations. Station homes are neatly constructed, work is steady and wages and working conditions are good. Long service records are the rule among station operating employees and there is very little "turn-over." Truly theirs is an important task—tending the life-line of the petroleum industry, that vast artery which carries crude swiftly and economically from the oil fields to the refinery, where it is transformed into hundreds of products for more extensive distribution.

East Chicago Refinery's Ten-Year Club



When the Ten-Year Club of East Chicago Refinery held its semi-annual banquet May 2, all but sixty of the 275 eligible employees attended, and 46 new members enjoyed their first club entertainment.

Chief engineer H. B. Britton, the club's president, acted as master of ceremonies. Special places at the head table were provided for 15-year men T. G. Elder, V. W. Parker, E. B. Hart, L. Kane and L. E. Weber.

Highlight of the evening's entertainment was the presentation of "Snow White," with eleven instead of the customary seven dwarfs.

A collection was taken to purchase a typewriter for D. A. Dowler, former Store House truck driver and Ten Year Club member, whose vision has been seriously impaired because of a physical ailment. Mr. Dowler will be trained in typing by an organization under state supervision.

F. C. Cutting, refinery superintendent, presented to manager T. G. Elder, a 15-year pin. Mr. Elder talked briefly regarding safety, general history of the company, the reason for and progress of the company's various 10-year clubs, and then presented 10-year club pins to the new members.

New officers of the Ten-Year Club. From left, W. N. Garrett, V. W. Parker (president), V. H. Hiermeier. Photographed by M. J. Morgan, Engineering Office, who also supplied the above picture.



SERVICE BIRTHDAYS... June, 1938

Completing 20 Years

W. F. JONES, Personnel Department ST. LOUIS, MISSOURI

Completing 15 Years

H. C. ALT, Purchasing Department ST. LOUIS, MISSOURI
 R. F. AMES, Gas System and Stabilizers Department ARKANSAS CITY REFINERY
 R. R. BAKER, Gas-Gasoline Division TULSA, OKLAHOMA
 W. H. BRATCHES, Purchasing and Stores Department TULSA, OKLAHOMA
 F. H. BROCKMANN, Boiler and Power House WOOD RIVER REFINERY
 I. N. CHESSMORE, Shell Pipe Line, Tonkawa Station MARLAND, OKLAHOMA
 A. H. CLINKSCALES, Accounting Department TULSA, OKLAHOMA
 W. F. COURT, Engineering Department ST. LOUIS, MISSOURI
 WM. A. CREWS, Industrial Relations Department WOOD RIVER REFINERY
 M. A. DODD, Lubricating Department WOOD RIVER REFINERY
 L. B. DURAPAU, Laboratories NORCO REFINERY
 A. M. EATON, Storehouse HOUSTON REFINERY
 H. L. EBELAGE, Main Office WOOD RIVER REFINERY
 G. C. ECKLES, Loading and Unloading Light Oils ARKANSAS CITY REFINERY
 J. A. EILENBERGER, Engineering Field Department WOOD RIVER REFINERY
 E. W. EISLER, Cracking-Liquid Phase WOOD RIVER REFINERY
 D. EUBANK, Engineering Field Department WOOD RIVER REFINERY
 A. V. FITZGERALD, Cracking-Liquid Phase WOOD RIVER REFINERY
 L. J. FORSTING, Engineering Field Department WOOD RIVER REFINERY
 HAVONES I. GAINES, Production Department KILGORE, TEXAS
 C. F. GRUENEWALD, Purchasing Department ST. LOUIS, MISSOURI
 A. W. HEIDEMAN, Lube-Compounding and Shipping Department WOOD RIVER REFINERY
 T. S. JOHNSTON, Real Estate and Development Dept. ST. LOUIS, MISSOURI
 FRANK JONES, Engineering Field Department ARKANSAS CITY REFINERY
 W. H. KEENEY, Storehouse ARKANSAS CITY REFINERY
 J. F. LONGSHORE, Engineering Field Department ARKANSAS CITY REFINERY
 F. V. MALONEY, Gasoline Pipe Line ST. LOUIS, MISSOURI
 GLENVER McCONNELL, Production Department TULSA, OKLAHOMA
 EARL E. MORGAN, Production Department TONKAWA, OKLAHOMA
 SAMUEL S. NEAL, Production Department TONKAWA, OKLAHOMA
 LESTER PANNELL, Production Department McPHERSON, KANSAS
 J. R. RUSKIN, Cracking-Liquid Phase WOOD RIVER REFINERY
 W. F. RIEKE, Purchasing Department ST. LOUIS, MISSOURI
 J. G. SINCLAIR, Marketing Department CHICAGO, ILLINOIS
 H. R. SNYDER, Engineering Field Department ARKANSAS CITY REFINERY
 H. G. SWANSON, Marketing Department DES MOINES, IOWA
 H. E. THOMPSON, Engineering Field Department WOOD RIVER REFINERY
 J. B. THOMPSON, Purchasing and Stores Department HOUSTON, TEXAS
 G. M. WALKER, Gas System and Stabilizers ARKANSAS CITY REFINERY
 S. S. WALKER, Engineering Field Department ARKANSAS CITY REFINERY
 F. L. WHITTINGTON, Shell Pipe Line, Emmett Station EVERTON, MISSOURI
 W. H. WOLF, Shell Pipe Line WICHITA, KANSAS

Completing 10 Years

C. ALLEGREE, Engineering Field Department EAST CHICAGO REFINERY
 E. W. ALVERSON, Treating Department EAST CHICAGO REFINERY
 CURRAN G. BARTHOLOMEW, Production Department IOWA, LOUISIANA
 E. L. BANKS, Cracking Department ARKANSAS CITY REFINERY
 A. T. BENNETT, Shell Pipe Line, Goldsby Station CUSHING, OKLAHOMA
 I. G. BOYER, Marketing Department JACKSONVILLE, FLORIDA
 E. B. BRENE, Engineering Field Department ARKANSAS CITY REFINERY
 J. A. BRODERICK, Main Office WOOD RIVER REFINERY
 H. J. CALLAHAN, Marketing Department KANSAS CITY, MISSOURI
 D. I. CAMPBELL, Production Department HOUSTON, TEXAS
 G. F. CALES, Shell Pipe Line, Archer Station WICHITA FALLS, TEXAS
 E. J. CHILDERS, Cracking Department WOOD RIVER REFINERY
 D. U. CHURCH, Marketing Department ST. LOUIS, MISSOURI
 J. C. COOK, Cracking Department EAST CHICAGO REFINERY
 D. M. COOPER, Prophetstown Bulk PROPHETSTOWN, ILLINOIS
 C. E. DILLON, Engineering Office EAST CHICAGO REFINERY
 M. B. DUEKER, Transportation and Supplies Department ST. LOUIS, MISSOURI

W. F. Jones, Assistant Secretary and Personnel Manager, started with Shell June 20, 1918, as chief clerk in the Accounting Department. In October of that year he was promoted to Assistant Comptroller and in July, 1922, was elected Assistant Secretary. His present responsibility dates from January, 1930, when the management decided that the growth of the organization necessitated centralizing personnel functions in one department. In his 20 years with Shell he has seen many improvements in employee relations which justify the general opinion that "Shell is a good company to work for."



L. H. FITZGERALD, Shell Pipe Line, Colorado Station COLORADO, TEXAS
 J. FITZPATRICK, Pontiac Bulk PONTIAC, ILLINOIS
 O. A. FORTNER, Shell Pipe Line, Westbrook Station WESTBROOK, TEXAS
 J. J. FURLONG, Spencer Bulk No. 1 CHICAGO, ILLINOIS
 C. F. GERHARDT, Iso-Octane Department WOOD RIVER REFINERY
 G. HADLEY, Marketing Department FORT WAYNE, INDIANA
 J. H. HARMON, Shell Pipe Line, Transit Station CUSHING, OKLAHOMA
 H. J. HAYES, Cracking-Vapor Phase WOOD RIVER REFINERY
 A. M. HAYS, Marketing Department CLEVELAND, OHIO
 O. HAYWORTH, Engineering Field Department EAST CHICAGO REFINERY
 A. C. HOWARD, Marketing Department CARROLLTON, ILLINOIS
 E. C. HYLAND, Delaware Bulk DELAWARE, OHIO
 H. K. JOSEF, Marketing Department FORT WAYNE, INDIANA
 H. G. LAYL, Shell Pipe Line, Transit Station CUSHING, OKLAHOMA
 C. L. LOCKHART, Marketing Department KANSAS CITY, MISSOURI
 J. M. MACQUARRIE, Production-Exploitation Department HOUSTON, TEXAS
 H. J. MADAY, Automotive Department EAST CHICAGO REFINERY
 S. H. MAGILL, Lube Filter Plant WOOD RIVER REFINERY
 O. M. MATTHEWS, Shell Pipe Line, Haskell Station WEINERT, TEXAS
 J. H. McELROY, Portland Bulk PORTLAND, INDIANA
 R. H. McKENZIE, Central Division ST. LOUIS, MISSOURI
 W. H. McMILLIN, Marketing Department SEDALIA, MISSOURI
 H. L. MILLINGTON, Shell Pipe Line, Colorado Station COLORADO, TEXAS
 GLEN C. MUSGROVE, Production Department LUCIEN, OKLAHOMA
 S. W. MUSGROVE, Shell Pipe Line, Brookshire Station BROOKSHIRE, TEXAS
 H. C. PACKARD, Crude Oil Department ST. LOUIS, MISSOURI
 J. E. PARIS, Shell Pipe Line, Verdi Station CHELSEA, OKLAHOMA
 E. W. PETERS, Automotive Department EAST CHICAGO REFINERY
 W. H. RHODES, Asphalt Department ST. LOUIS, MISSOURI
 W. V. RHOADS, Cracking-Liquid Phase WOOD RIVER REFINERY
 W. E. ROBBINS, Laboratories NORCO REFINERY
 H. D. ROGERS, Shell Pipe Line, Ryan Station RYAN, OKLAHOMA
 A. V. SAMEK, Chicago Bulk No. 2 CHICAGO, ILLINOIS
 J. W. SHOFFITT, Shell Pipe Line, Ray Station MEEKER, OKLAHOMA
 LONNIE H. SNYDER, Production Department EARLSBORO, OKLAHOMA
 D. STARKEY, Engineering Field Department WOOD RIVER REFINERY
 E. T. STEWART, Storehouse EAST CHICAGO REFINERY
 A. C. TAYLOR, Cracking-Vapor Phase WOOD RIVER REFINERY
 C. A. THOMPSON, Shell Pipe Line, Hobbs Station HOBBS, NEW MEXICO
 WILLIAM VOLMA, Lube-Compounding and Shipping Department WOOD RIVER REFINERY
 J. N. WEST, Main Office HOUSTON REFINERY
 R. B. WIAR, Shell Pipe Line, Hamlin Station HAMLIN, TEXAS
 J. S. WILLHOIT, Shell Pipe Line, Hapgood Station HEALDTON, OKLAHOMA
 E. C. WILLIAMS, Lube-Extraction Plant WOOD RIVER REFINERY
 S. C. WILMORE, Accounting Department DES MOINES, IOWA
 H. C. WINTERS, Shell Pipe Line, Scurry Station HERMLEIGH, TEXAS
 J. B. WYMAN, Cracking-Liquid Phase WOOD RIVER REFINERY
 R. E. ZIMMERMAN, Topping Department EAST CHICAGO REFINERY
 C. A. ZUMWALT, Cracking-Liquid Phase WOOD RIVER REFINERY
 LEWIS C. ZUMWALT, Production Department EARLSBORO, OKLAHOMA

Our apologies to J. E. Jones, Automotive Division, Houston, whose name was omitted from the May Service Birthdays page, and to A. W. Hansen, Shell Pipe Line, Hendrick Station, Wink, Texas, who should have been included on the April page. Both have celebrated their tenth anniversary with the company.

SIDELIGHTS ON EMPLOYEE



A Saturday morning bicycle ride and breakfast was the program for 27 Shell girls in the Tulsa office. Here they are in Mohawk Park just before the call for breakfast. No. 1 Boy is Jimmie Lindsey, who went along as photographer, woodcarrier and waterboy.

Married

Miss Betty Smith and Robert Bailey, on May 29. Miss Smith was formerly in the Duplicating Department at Western Division.

Miss Croole Shafer and F. H. C. Jaeger, on May 14. Jaeger is a technologist at East Chicago Refinery.

Miss Eleanor Davies and Merle Griffin, on April 18. Miss Davies was in Transportation and Supplies, St. Louis, and Griffin formerly in Technical Products Department, St. Louis, recently joined Shell Oil at Emeryville, California.

Miss Hortense Gillette and Joseph J. Ryan, on May 24. The bride was formerly in the Manufacturing Department, St. Louis.



Painting a stack at Wood River Refinery takes L. Dillar up in the world.

Born

To Mr. and Mrs. C. L. Stinnett, a son, Chester Leon, Jr., on April 20. Stinnett is in the Legal Department at Tulsa.

To Mr. and Mrs. Lester Faber, a son, Roger Allen, on May 17. Faber is a tank truck salesman at St. Louis Bulk No. 1.

To Mr. and Mrs. James Davidge, a son, James Sidney, on April 29. Davidge is territorial salesman at Howell, Michigan.

To Mr. and Mrs. F. H. McGregor, a son, Frank Hamilton, Jr., on March 19. McGregor is chief accountant in the Southern Division office at New Orleans.

To Mr. and Mrs. L. C. Ray, a son, Leo Carlton,

EVENTS AND PERSONALITIES



These snug little bungalows spell "Home, sweet home" to Mid-Continent Area employees at Greenwich, Kansas. The photograph was taken by Chief Clerk and Storekeeper M. M. Skinner, shown at left with his two children.

Jr., on April 14. Ray is in the Southern Division office at New Orleans.

To Mr. and Mrs. W. T. Butler, a son, William Thomas, Jr., on May 12. Butler is in the Southern Division office at New Orleans.

To Mr. and Mrs. A. G. Noonan, a son, Thomas Edgar, on May 14. Noonan is in the Compounding House at Wood River Refinery.

To Mr. and Mrs. H. M. Hinckley, a daughter, Phyllis Ann, on May 12. Hinckley is in the Engineering Field Department at East Chicago Refinery.

The many friends of H. W. (Major) Caldwell, Transit station, Shell Pipe Line, will be interested to know that he has decided he has "got it made," and on April 30 ended his long service with the corporation. He will make his future

home in California, his native state.

Major, known the system over, has completed 21 years of service with Shell Pipe Line, the last 19 of which were spent as P. B. X.



"Major" Caldwell



operator in the Transit office. More than 250 Shell employees, their families and friends of Major attended a picnic in his honor on the evening of May 3rd, some of them traveling 150 miles in order to be present.

A. K. Riddle, general superintendent, presented Major three Shell coupon books, explaining that in case he decided to turn back out around Tucson, Arizona, he would have transportation back to Cushing. He was then given a handsome Gruen wrist watch engraved: "To Major from the Shell Gang." After Major had regained his composure, Mr. Riddle presented him with a letter from R. B. High, manager Shell Pipe Line, containing a check in full for services up to July 1, and expressing the corporation's appreciation for his long and faithful service.

MORE NEWS AND VIEWS OF



Rain failed to dampen spirits at Norco's Plant Day.

"Singin' in the Rain" was the theme song for Norco Refinery's bang-up celebration of the plant's eighteenth anniversary. Old Jupiter Pluvius, an uninjured guest for the past seventeen years, came this year despite the lack of invitation, and remained until about four o'clock.

Athletic activities were suspended for the day, but a record crowd thronged the places of amusement, with emphasis on the beer "Oasis" under the baseball grandstand, the "Garden of D. T.'s," the American Legion hut, and the merry-go-round. Late in the afternoon everyone made a dash for the "eats," and the day's activities closed with dancing.

Official guests included A. E. Lacomble, vice-president, Manufacturing; Dr. R. H. Waser, manager of Houston Refinery; T. G. Elder, manager of East Chicago Refinery; Dr. L. L. Baker, chief surgeon, and his staff. Other visitors from Houston Refinery were Jimmy

Wiseman, Maurice Levy, Trez Thompson and family and L. H. Kendall and family. "Red" Walker was present from St. Louis Manufacturing Department.



To the golfer's Hall of Fame add E. C. Featherston of the Western Division Accounting Department, who shot the 175-yard seventeenth hole in one at Victory Hills Country Club, Kansas City, Kansas. It was the first ace in "Chet's" career and it helped him go around the course in 38-36 for a 74, which is good golfing on any course.

The American Legion District Conference held in the Shell Employees' Club auditorium at Norco drew 200 visitors from all over the state, including many high Legion dignitaries.

Detroit Wolverines have elected the following officers to serve during the current six months: J. S. Godley, president; E. R. Olewin, vice-president; Marion F. Hynes, secretary; C. W. Simms, treasurer; and K. F. Ehlenfeldt, sergeant-at-arms. Twenty-one members have signed up for the Club's softball team, with F. T. Ghesquiere as manager. Opposing teams will be the Detroit territorial salesmen and the tank truck salesmen from Detroit Bulk No. 2.

Despite a heavy downpour, the Shell Club of St. Louis had a big time at their recent wiener roast in Forest Park, attended by 75 club members, their friends and families.

SHELLITES AND THEIR DOINGS

THE COVER

The smiling couple on the cover is Mr. and Mrs. W. R. Holmes just after their wedding on May 3. The bride was Miss Margaret Sweetin, formerly in Central files, St. Louis, and "Bill" Holmes is in the Advertising Department.



Casey Fredericks, East Chicago Refinery mail carrier, holding the trophy won by Shell wrestlers in an invitational tournament held in the Hammond Civic Center. Former Indiana state high school champion for his weight, Casey plans to add new wrestling laurels when he enters Purdue University.

Following a week of self-imposed hunger and thirst to get in trim for the big eat-fest, the Indiana Bowling League closed its successful 1938 season with a banquet at Holly Hock Hill, exclusive north side rendezvous. Joe Fitterer relinquished the championship for largest chicken capacity to either Frank Koesters or Al Youngberg, whose excess room proved to be too much competition for Joe. Both the latter claim the championship, which will be decided at a later date. Doug Hill entertained with his wit and humor during the evening, including some jokes that were unusually good. The winning team, composed of R. Van Arsdall, A. Young-

berg and E. Lancer, was presented with the cup which will prove to their grandchildren that the old man wasn't such a bad maple splitter in his day. Following the banquet, entertainment was provided in the log cabins adjoining the Hill.

Breezing to victory on a wind-swept field at Forest Park, the Shell Pipe Line team defeated the St. Louis Accounting crack softball team and at the same time handed over to the latter the title "Shell chumps." It happened this way: The Accounting team challenged the Pipe Liners, known to them as the "Shell chumps." After

eight closely played innings, Accounting tied the score in the ninth, 15 to 15, but unable to stand the shock, meekly granted their opponents the winning run in the last half of the ninth. They now hold the undisputed title "Shell chumps."

Will these Hoosier Hot Shots be next year's A. B. C. champions?



But He Still Has His Toes



the second wheel. Until then I had not noticed that my foot had been struck or that the shoe had been cut.

"I am happy to say that this pair of safety shoes unquestionably prevented me from sustaining an injury to my foot and toes, and probable loss of time from work."

John T. McCollom, an engineering field yardman at East Chicago Refinery, stopped in the employment office before reporting for work on April 19 and bought a pair of hard toe safety shoes. Twenty-four hours later he was mighty glad of the investment. Let him tell you about it:

"About 10:30 a. m. Wednesday morning, April 20, I was using a two-wheel hand truck to wheel sand-blast sand from a box car into warehouse No. 2. I noticed that the wheels were not working well, so I turned the truck on its side and poured oil down the axle of the truck and then turned the truck over and oiled the other wheel. I then continued wheeling sand from car to the warehouse.

"A few minutes later one of my co-workers called my attention to a deep cut in the leather of the toe of my right shoe approximately 2 inches in length and through the leather toe cap. This co-worker told me the sharp steel edge of the load-rest on the truck had struck my toe when I turned the truck over to oil

Shell News

Published monthly for employees of
Shell Petroleum Corporation by the
Personnel Department, W. F. Jones,
Manager, Shell Building, St. Louis

Vol. 6 JUNE, 1938 No. 6

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Southeastern—I. G. BOYER
Southern—B. R. PROCTOR
Western—B. F. HOLT

SHELL PIPE LINE—H. L. BUCKLES

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THANK YOU, READERS

Your Comments Are a Gusher of Intelligent Ideas

For days it has been snowing green questionnaires. Every mail brings the mail clerk staggering in with another load. They fill the drawers, overflow onto the tables, spill into the editor's lap. Laid end to end they would reach from Minnesota to New Orleans, from Florida to Texas—from all of which varied points they have been gratefully received. Now that we know what you want, you may be sure we shall do our best to see that you get it.

Why not join the HEADLINE HUNT? Can you recognize important happenings right in your locality that should be printed in SHELL NEWS? Can you take pictures that talk? We want not only industrial scenes but pictures with human appeal—your baby, your boy with his dog, your pretty daughter. On page 30 is shown the name of the associate editor in your division, area or refinery to whom news items should be sent. Articles or cover photographs for the contest award may be sent directly to the editor, SHELL NEWS.

Here are a few revealing comments from the mail bag.

HOUSTON, TEXAS. "There isn't enough news from Houston. Is any one designated as reporter here?"

Right now YOU are elected as reporter. Send your news to F. C. Embshoff who will forward it to SHELL NEWS.

ATLANTA, GA., "Nothing of special interest ever happens in our district."

That is a challenge which no Southern gentleman will let pass, sub. How about it, Southeastern?

TULSA, OKLA. "I would favor feature articles regarding organization set-up of Shell's properties in U. S. A., amount of salaries, improvement and taxes spent in this country, thereby reducing the public sentiment that the Shell is a foreign concern and most of the money is spent elsewhere."

A sound and thoughtful suggestion. We are rolling up our sleeves to tackle the job, and articles of this type will appear in the near future.

TONKAWA, OKLA. "Would it be possible to issue SHELL NEWS oftener, say bi-weekly?"

Careful now, you'll turn our heads. ST. LOUIS, MO. "More baby pictures. (To prove this is unprejudiced, I have no child!)"

All right, you proud papas. Let's see some shots of the new generation.

ELYRIA, OHIO. "Print employees' ideas."

Glad to. Send 'em in. IOWA, LA. "More field news, less office news."

How can we print it if you don't send it in? We suggest you appoint a correspondent in Iowa who will forward news items each month to the Area office.

MARSHALL, OKLA. "More news of the boys who really get oil in their hair."

Maybe you'd better appoint a correspondent too. We can't print news if we don't receive it.

ST. LOUIS, MO. "Since we live and die on one floor, give us all the material you can to educate us as to just how big and grand our company is. Socrates said, 'Know thyself;' I say, 'Know our company.'"

We'll certainly try. Our articles portraying typical jobs in Shell are a start in that direction.

HOUSTON, TEX. "Why not a serial such as 'Propane Pete Rides Again?'"

You answer that one. MIDLAND, TEXAS. "Can employees in West Texas belong to credit union?"

To successfully operate a credit union at any point, there must be a fairly large number of employees so that membership fees will create enough capital to operate on. The staff at Midland is rather small in this regard. However, if you want to establish a union, get in touch with the Farm Credit Administration, Credit Union Section, Washington, D. C.; or the State Bank Commissioner.