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## Second Quarter 2012

### News

#### Very Important CRA Business Meeting in Sacramento

The Chevron Retirees Association's leaders are heading for Sacramento to attend the May 19-21 Annual Meeting. The CRA's President, Secretary, Treasurer, Area Vice Presidents, Chapter Presidents (or Alternates) from the 90 Chapters in the US and Canada, Committee Chairs and the CRA's Past Presidents will convene at the DoubleTree Hilton for the group's major business meeting.

Planning for this Meeting has been in "full swing" this year; the initial planning stages have been in progress for over two years. The two-day business meeting will begin, as usual, with the reports of the very important seven standing committees. These include: Benefits, Budget & Finance, Communications, Demographics, Nominating, Planning & Research and Public Affairs. Following the reports, an "open" session is scheduled in which the Directors/Alternates can express their comments or suggestions. This "open" session helps CRA continue its efforts to make the organization stronger and more responsive to the challenges it sees coming up in the future.

Other important continuing or new presentations include:

- Update by Herb Farrington on the upcoming 2013 Annual Meeting in So. California and a similar presentation by Lee Johnson, The Plains AVP, on the proposed 2014 Annual Meeting in Tulsa.
- The CRA 2020 project update will be led by from John Bulla and John Dewes.
- Charlie Rhoads, Membership Advisor and CRA Past President will lead an Interactive discussion on Membership.

In addition, presentations from Chevron executives and outside guests will take place.

Chet Rhoads, Executive VP of the HDH Group will provide an update on the CRA Dental and CRA Auto/Home insurance policies on Sunday morning. On Monday, Claudia Polidori, Manager, Benefits will review the Chevron benefits and health care plans and Deb McNaughton, Manager-Internal Communications will review Chevron's communications programs. There will, of course, be the highlight of the Meeting, the Keynote Speaker from Chevron at the traditional dinner banquet on Monday night.



Pres. Vic Revenko

### President's Letter

#### Enhancing the value of CRA membership

As President of the CRA, my intent is to continually look for ways to enhance the value of the CRA to its members. With this intent in mind, your CRA executive team (Officers and Committee Chairs) met in January to talk about key matters that will be discussed at upcoming Area Executive Meetings (Chapter Presidents and Area VPs), at the May Annual Meeting, and in various communications to you over time. This is a status report of matters that may be of interest to you. Continued on page 2

Continued from page 1

### **Effective CRA communications**

It is becoming clear that the CRA can provide most effective communications that supplements chapter newsletters and other member notes if the CRA develops and maintains a consolidated roster of members with addresses. This will facilitate CRA services and information in a timely manner. The process is under development but once we have it put together, it will be a simple matter to keep it updated. This data will be used for CRA purposes only, so privacy and security will be respected.

The CRA is studying ways to communicate most effectively with our members for the purpose of providing useful and timely information that is of interest and of value. The CRA Communications Chair, Dennis Dauphin, is working diligently on the CRA website and working closely with Chapters to link Chapter communications with the CRA website ([www.chevronretirees.org](http://www.chevronretirees.org)). This process requires you to actively seek out the website. Many Chapters, either electronically or by mail, send out a newsletter or other communications to members. Members receive this communication because the Chapter has their home address and perhaps an Email address. This passive approach requires no action on the members' part.

### **Combining CRA communication approaches**

The CRA is trying to combine these two excellent communication approaches by developing a CRA-wide database of dues-paying member names and addresses and, on a voluntary basis, an Email address. This is very similar to what Chapters are doing, so the process is fairly common throughout the CRA now, but at the Chapter level.

Electronic communications are the most effective, timely and cost efficient way to broadcast services and benefits to CRA members. Having the capability to do this CRA-wide will help us prepare to serve retirees in many ways. It is also a way to attract and retain newly retired men and women to the CRA. They are steeped in electronic communications and will expect this from the CRA. The CRA is still developing the best approach to assure privacy and security. We may consider using an expert third party service in this regard. Our Demographics Chair Frank Coe will coordinate this process.

My request to each member is to please cooperate and provide the information requested when asked so the CRA can continue to serve you well. If you don't have an Email address, the CRA will continue to provide information to you as in the past.

### **CRA 2020 – the future of the CRA**

The 2020 Team Chairs (John Bulla, John Dewes) and Demographics Chair Frank Coe provided the framework for a discussion of the future of the CRA. The year 2020 was chosen as a convenient future date to use as a benchmark. At that time, we see the CRA about 11,000 strong, down from the current 14,000. Chevron provided an actuarial look at the next twenty years of expected retirees from Chevron and the legacy companies. There is little change in the total number over the next twenty years but service records will be shorter and many may have another career. The implications of this are complex but certainly, the CRA will change. We expect that Chapters and Areas with no source of future retirees to shrink; those with a source of new retirees will prosper.

### **Changes in the South Atlantic Seaboard Area (SASA)**

This is happening now in the South Atlantic Seaboard Area (SASA). Effective March 1, 2012 SASA is dissolved and chapters are reassigned as follows. All Florida Chapters and Social Groups are part of the Gulf Coast Area (James Mouille Area VP), all Georgia and North Carolina chapters are part of the Midwest Area (John Bulla Area VP), the Virginia chapter is part of the North Atlantic Seaboard Area (Kevin Ryan Area VP). This is a temporary arrangement until a more permanent one is determined. This reorganization was made at the request of the SASA Area VP Rudy Treml. He has worked diligently over the past two years but for reasons mentioned above found that chapter interest and leadership was diminishing. All affected chapters are OK with the change and will continue to lead and serve their members. Those chapters in the former SASA who are having difficulty were and are

Continued on page 3

Continued from page 2

encouraged to become a Social Group, which does not require structured, chapter activities but encourages social activities and still remain part of the CRA. Others without access to fellow retirees because of distance and the like are encouraged to join the Unaffiliated Area (Chris Lardge, Area VP). This allows retirees and spouses to continue the CRA links.

### **CRA leaders and members share a common bond**

One thing became clear to me during this change is how dedicated a core of leaders and members the CRA has. No matter what our work history, we share a common bond. This is great to see and makes me proud of what the CRA does. Changes will occur in the future, but the CRA and leaders at all levels (Chapters, Areas, National) will work to continue providing CRA benefits and services.

### **Newer retirees will have diverse needs**

As mentioned, the CRA will see shorter service retirees graduate from Chevron. They will not have the traditional benefits that many of us enjoy. This means that the CRA will have to respond to a variety and diversity of needs in order to continue to attract and retain new members. The most effective way to do this is at the Chapter level. The CRA Membership Advisor (Charlie Rhoads) is working on ways to help Chapters recruit new members. National will look at benefits and services that are needed to attract and retain new Chevron graduates.

It is important to keep in mind that the CRA spans a time frame that may be as long as or longer than a career at Chevron. To this end, we need to appeal to many needs in order to stay relevant. That is why I am requesting you to cooperate fully to requests for information and data from you to help the CRA prosper into the future and serve you well.

Vic Revenko, CRA President  
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## **Multiple Annual Meeting Activities, Events Set for Sacramento**

The Chevron Retirees Association will continue its ongoing practice of conducting productive and well-organized Annual Meetings when its Directors and Alternates gather May 19-21. Leaders of the CRA will be traveling from coast-to-coast in the United States and from Western Canada. Already reserved for Directors and Alternates is a block of 120 premium rooms. Additional premium rooms are available for Members-At-Large. There is an additional bonus of a three-day "same rate" before and after the AM meeting dates on a "space available" basis.

### **Your Host Committee staffing**

Equally important is that an array of non-business meeting plans and exceptional events have been programmed for the Sacramento gathering by the well-coordinated, collective effort of a dedicated 12-member Host Committee group representing 10 Northern California chapters.

Bob Shipley, past Sacramento Chapter President, is responsible for putting together the outstanding Host Committee staff. Following are the meeting functions, respective chapters and names of the Committee members:

Chairperson: Bill Mather, AVP of Northern California, Hawaii  
Host City Chairperson: Bob Shipley/Jim Bateman, Sacramento Chapter  
Hotel Liaison: Mike Elgie, Marin Chapter  
Entertainment/Directors: Doug Ely, Sierra Nevada Chapter  
Finance: Kathy Henschel, San Francisco Chapter

Continued on page 4

Continued from page 3

Director's Gift Packs: Orvis Larson, Contra Costa Chapter  
Greeting: Dee Rosir, Pat Hines, East Bay Chapter  
Special Activities for Spouses (Tours): Ray Shepherd, Gold Country Chapter  
Registration: Dick Zeches, Santa Clara Chapter; Rich Irwin, Wine Country Chapter  
Publicity: Bob Shipley, Jim Bateman, Sacramento Chapter

### **Many Different Tours, Events Planned**

Scheduled for the Annual Meeting's opening night on Saturday, May 19 is a gala dinner that will be highlighted by a "Welcome to Sacramento" address by Bill Mather, the Area Vice President for Northern California and Hawaii. His presentation will be followed by entertainment.

Sunday morning will begin with two activities. While Directors and Alternates are attending an all-day CRA working business meeting, a maximum of 56 persons (first come, first served) representing members-at-large, spouses and guests will be busy elsewhere in Sacramento. They will tour the California State Capitol Building, enjoy a box lunch at the Ambrosia Café and take a self-guided tour of the California Museum. Roundtrip bus transportation will be provided.



Dinner that evening for Directors, Alternates, members-at-large, spouses and guests will be featured at the California Auto Museum with a catered buffet, wine tasting and a presentation on California wine history. Open time will be provided to browse the Auto Museum and its outstanding collection of 150 classic cars, race cars, muscle cars, hot rods and early models. Another option is a visit of the gift shop with auto-related souvenirs for purchase. Shuttle buses will transport visitors to and from the Auto Museum.

### **Business Meeting, President's Planning Session, More Tours**

The three-day Annual Meeting will reach its peak on Monday, May 21.

Once again, the conference will resume with all delegates attending the final business session, which will conclude at noon. It will be followed at 1 p.m. by the Committee Chairs, new AVPs, and appointed staff taking part in the President's Planning Session.

Conversely, members-at-large, spouses and guests will be able to take advantage of a visit to the California Gold Country that will include the Empire Mine and the Mine's State Historical Park, which encompasses 800-plus acres of forested area. Also on the agenda is a tour of Bourn Cottage including its Clubhouse, beautiful gardens and fountains. Afterwards the group will venture into historic downtown Grass Valley where the choices are lunch on their own and/or doing a little tasting in rooms representing local wineries. Then, it's back to the hotel by bus.

### **Closing Banquet Features Corporate Keynote Speaker**

At 6 p.m. Monday, a no-host, cash bar reception will take place prior to the closing dinner in the Reception Area outside the Grand Ballroom. The banquet will begin at 7 p.m. in the ballroom where attendees will hear the evening's Keynote Speaker. Following the Keynote Speaker will be the closing ceremonies. They will include the formal presentation of the Public Service Awards and certificates honoring CRA members recognized for their service to the organization.

### **Important Information Regarding Airport Shuttle**

The DoubleTree by Hilton, located at 2001 Point West Way, Sacramento 95815, is about 14 miles and 25 minutes from Sacramento International Airport. The Super Shuttle from the airport is the lowest cost transportation option at \$18 per person. Reservations for the Super Shuttle can be made at 877-770-4826. Their ticket counter in Sacramento Terminal A is at the Baggage Claim. The Super Shuttle also

Continued from page 4

has an outside booth between Terminals B1 and B2. Taxis, located adjacent to Baggage Claim, are available for \$35-40.

Mid-May weather conditions should be comfortable and pleasant with little humidity and an abundance of sunshine. For the month of May, the average high is 80 degrees and average low is 51. Maximum recorded precipitation for that month is .67 inches.

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## CRA Briefs

### Prairie Chapter Members Meet with Chevron Canada president

Just prior to the end of 2011, two executive members of the Chevron Prairie Chapter had an important informal get-together with Chevron Canada President Jeff Lehrmann.

Harold Freund, the Chapter President, and Alan Young, the Past President and Membership Chairman, thanked Lehrmann for the Company's support during 2011 for both the Chapter and the "Chevron Retirees in Action", which is a very active and productive volunteer organization. The two Chapter representatives expressed their gratitude for the Company's support in sponsoring the Chapter's Stampede Barbeque and annual Christmas luncheon.

Young adds, "The Company also gives support to our two newsletters which include the Golden Leaf for Chevron retirees and the Chevron Retirees in Action group. In regards to the publishing of the Golden Leaf, we receive support from Chevron's graphics and printing departments in format, composition and mailing.

"While 70-80 percent of the Golden Leaf Newsletter is sent out to our members by Email, everyone also wants to receive and read a black-and-white hard copy."

Freund and Young gave the Company president an update on the Chapter membership numbers (385), the ongoing social and volunteer activities, and projects being run by the members.

Lehrmann responded by (1) reconfirming Chevron's continuing support for the Retirees Association in 2012 and (2) discussing additional ways in which Company employees and retirees could interact in both social and volunteer settings. He also provided the Chapter representatives with a brief overview on projects in which Chevron Canada is currently involved.

### Al Chiamulera Is Award-winning Volunteer

For 11 years, Al Chiamulera has served three sites in the Seattle area as a volunteer AARP Driver Safety Program instructor. For such dedicated efforts, he recently received the AARP's "100 Club" award, which means he has completed 100 classes that are eight hours each. Chiamulera explains, "The AARP-sponsored program – which is strictly for senior citizens 55 and over – is a classroom-style affair. Typically these safe-driving classes are held at senior centers although I also conduct one class each month at a local hospital in the Puyallup area of the State of Washington.

Class attendees range from a maximum of 25 men and women to as few as four."

Working from a manual, his teaching style combines six hours of lecture with two hours of DVD or VHS tapes. According to Chiamulera, the State of Washington requires that each class be eight hours long – which he prefers. He points out that "Some insurance companies require people to take the AARP class every two to three years. The program fee is \$12 for AARP members and \$14 for non-members. One thing that surprises me is how many people have never heard of this AARP program, which has been around close to 50 years."

Continued on page 6

Continued from page 5

“It is my hope,” emphasizes Chiamulera, “that this article drums up more people – including our retirees – to take such classes. That’s why I am strictly an unpaid volunteer. I enjoy helping other people learn new things.”

He’s also a volunteer in another capacity. Chiamulera is serving his second year as President of the CRA’s Puget Sound Chapter. In regards to his Company background he served 27 years with Texaco in the Puget Sound area. He retired in 1998 as a lubrication engineer in Seattle.

### **Louisville Chapter Claim to Newsletter Fame**

In its March 2012 issue of “The Newsletter,” the Louisville, Kentucky Chapter reported that “We are the only CRA chapter in the U.S.A. that mails out a monthly newsletter.” That issue totaled 12 pages.

Stapled to the opening pages of the March 2012 issue of the Chevron Tulsa Chapter Newsletter is an easy-to-read Membership Directory that lists the phone number and Email address of ALL the chapter’s active paid members. The well-organized, total list – which covers six pages -- includes 74 single chapter members and 94 couples. Deserving a “well done” for that accomplishment is Bill Rinehart. He is both the newsletter editor and the newly elected Chapter President. Rinehart also held the latter post in 1996-97.

Almost the entire page 3 of The Mile Hi Chevron Texaco Chapter’s November 2011 issue was used to publish a pair of very informative articles for its membership. The articles included (1) How to Join the Chevron Advocacy Network and (2) How to Join the Chevron Retirees Association Email Roster.

In the February 2012 newsletter of the Metropolitan Houston Chapter, George Treibel began his “President’s Message” with: “2011 was again a really good year for our Houston Chapter. Between reinstating a few members and the ongoing recruitment of new retirees, we brought in 36 new members last year.”

### **An ENCORE Reminder**

The ENCORE newsletter, which is published by the Chevron Retirees Association four times a year for you and about you and your fellow members, encourages your input. For example, some of the best ENCORE articles have been suggested and continue to be proposed by their fellow CRA members.

So, if you are aware of a Chevron, Gulf, Union Oil, Texaco, Skelly, Getty or Warren Petroleum retiree who is doing something exceptional in your community as a volunteer – please phone or send us an Email. Make certain you include the name of the individual plus his or her telephone number and their Email address. Also, don’t be bashful about letting us know of your personal volunteer or community accomplishments, too. Remember! A picture is worth a thousand words. Send photos too!

By the way, many excellent feature article ideas for the ENCORE newsletter have been the result of writeups about retirees that were published in your Chapter newsletter – such as the ones in this very issue. Each month we are delighted to receive a number and variety of retiree newsletters both big and small from chapters based in the U.S. and Western Canada. If you have not done so, please send us your newsletter, too.

At the CRA’s 2012 Mid-Year Meeting, the discussion of the Area Vice Presidents included this particular comment: “Stories about Chapter members in local newsletters stimulate discussion at luncheons and are a good source for spotlighting in ENCORE.”

*Send your newsletters to:*

Walter Roessing, Encore Managing Editor, 4817 Palm Avenue, #M, La Mesa, CA 91942

Alternatively, you may mail them to: [Wlroessing@cs.com](mailto:Wlroessing@cs.com).

## 2012 Mid-Year Meeting

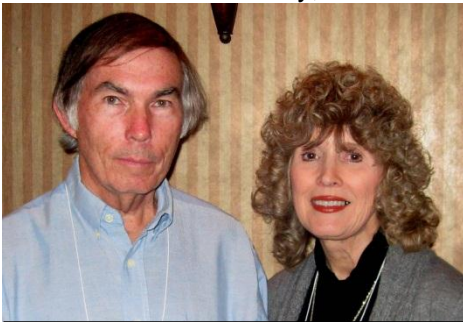
Attending the CRA's significant Jan. 29-30 2012 Mid-Year Meeting at the DoubleTree Hotel in Burlingame, Calif. were the organization's officers, including President Vic Revenko, Area Vice Presidents, the Committee Chairs and Past Presidents Ernie Breaux, John Dewes, Bill Leney, Bob Olmstead, Don Ostrom and Charlie Rhoads.

Each year, the Mid-Year Meeting program involves get-togethers with Chevron management and guests. The Company attendees in Burlingame included George Kirkland, Vice Chairman and Executive Vice President, Upstream and Gas; Cathy Drew, Health and Welfare Benefits Team Leader; and Alex Cunningham, Manager of the Humankind program.

On Sunday morning, President Revenko welcomed the CRA officers to a scheduled day-long business meeting. In his opening remarks, he thanked all CRA members for their willingness to serve as volunteers and for their continuing support of the CRA. Among the responsibilities of the CRA's Mid-Year participants is a process that involves the review, coordination and approval of committee reports in preparation for the organization's Annual Meeting in May plus a review and update of area activities.

### Major Highlights and Action Items Reported at the Mid-Year Meeting:

- At month-end January, the CRA had 91 chapters (89 U.S., 2 Canada). Five chapters have closed since year-end 2011 including Baltimore, Jayhawk KAN-MO, Low Country, Palmetto and Gold Coast. The Gold Coast and Baltimore chapters will become Social Groups.



AVP John Bulla and spouse  
Linda on hand for the MYM

- As the result of the Chapter closings, the CRA may lose 184 dues-paying members unless the aforementioned members enroll in the Unaffiliated Chapter.
- Paid membership as of June 30, 2011 was 13,984, a decrease of 366 from the previous fiscal year.
- The proposed budget for the next fiscal year will have to address the operating expenses and the anticipated decline in dues-paid memberships.

- The CRA is in good financial condition. It is anticipated that Chevron will continue its support via the \$7.00 dues-matching agreement, provide their annual Communications grant to the CRA, and continue the supplement covering the expenses of the Annual Meeting banquet.
- IRS raised the mileage rate on Jan. 1 to \$0.55.5/mile. In turn, the CRA applies 70 percent of the IRS rate to its mileage reimbursement. That makes the CRA rate \$0.39/mile.
- The Plains Area was requested to host the Annual Meeting in 2014 rather than the scheduled rotation of 2015. Tulsa is being recommended as the location site because of its strong historic past, growing economy, many museums and other attractions. The Tulsa-Skelly-Getty-Texaco Chapter has tentatively agreed to hold the May 17-19, 2014 meeting.

### Highlights #2: Action Items for the Demographics/Budget and Finance committees:

- The Demographics Committee will continue working with AVPs and Chapter Presidents, as requested, to redefine chapter boundaries. It also will develop a proposal to establish a national member database as well as the timely and accurate collection of member data. Continuing will be the semi-annual distribution of retiree rosters and monthly reports of recent terminations and retiree deaths. It reports the retiree population is trending downward. There are roughly 40,000 retirees and 10,000 spouses.

Continued on page 8

Continued from page 7

- The CRA President has requested the Committee to investigate the management of a national list of dues-paying members in order to identify those eligible for CRA products and services.
- The Budget and Finance Committee recommends a review of the Chevron dues-matching agreement in view of the downward trend in the retiree population. Other action items include revising the final CRA budget to reflect adjusted dues-paying members and a review of the proposed 2013 Annual Meeting expenses.

### **Highlights #3: Benefits Committee**

- Among action items for the Benefits Committee are continue to serve as an ombudsman on benefit issues; assist retirees when appropriate; monitor national health insurance trends; survey retirees to solicit input on the value of CRA products and services; continue to explore products and services that can be extended to dues-paying members and continue its quarterly Benefits Corner column in Encore.

#### **CRA Dental Program**

- Current enrollment is 1,258, which is down slightly from January 2011 enrollment of 1,367.
- Current loss ratio (claims vs. premiums) is 86.5%; a rate increase of 3% will be effective April 1.
- Renewal letters were to be mailed by mid-February.
- CRA dues-paying members who were previously offered coverage and declined cannot enroll unless they are a new member to CRA or have other coverage and want to switch to MetLife.



Cathy Drew, HR Benefits Team Leader, Al Horan attending the MYM

#### **Auto/Homeowners Insurance Program**

- Program was launched Nov. 25 with an announcement mailed to dues-paying members' names that were submitted for CRA Dental Program.
- In program's first 30 days, there were 91 inquiries and 147 quotes provided. Currently 14 autos, 8 home and 2 other policies are in force.
- Next auto/home mailer is scheduled to go to all retirees with MetLife paying 100% of mailing costs. Dues-paying members will receive a mailer once a quarter.
- Dues-paying members can call MetLife for a free quote and enroll at any time.

### **Highlights #4: Unaffiliated Area activities**

- Membership totals 1,650. That includes 510 individual memberships with the remainder both retiree and spouse. Some are prepaid to 2020 with annual dues remaining at \$8. October quarterly newsletters were sent to 700 by U.S. mail and 380 Email. Some members prefer hard copy to Email – even though they have Email addresses.
- Recently launched is a staged renewal program, which was announced in the first quarter newsletter. It includes a five-year membership (\$7/yr) incentive for those who have not renewed.

### **Highlights #5: Communications Committee Reports Changes**

- The CRA website has been converted to a system that allows the CRA Communications Committee and staff to maintain and update the site. Eliminated has been the \$16-18K annual expense of an outside contract web manager. The website now allows 24-7 access to CRA administrators and has several enhancements and informational links. Responding to many retiree inquiries and with the assistance of Chevron IT personnel, the "In Memoriam Archives" has been restored. The website now contains many reference items, such as the Advanced Care Planning booklet and the Survivor's Guide that can be viewed online or downloaded to your computer. Thanks to the diligent efforts of and collaboration with CRA Secretary MJ Stone, the very useful and handy reference known as the "CRA Roster" is now on the website.
  - The quarterly ENCORE newsletter has been expanded to 10 pages with an additional 3 pages for "In Memoriam." This upgrade allows more space for highlighting retiree activities and program
- Continued on page 9



Continued from page 8

- updates are accompanied by an “Email Alert” to all CRA Directors. Web mailboxes have been created on the website for CRA Officers and Committee Chairs that allows for electronic record retention of files.
- The Communications Committee is actively seeking Web Manager talent. With the website conversion completed, we are soliciting retirees, retiree spouses or associates to join the Communications Committee to sustain and manage the continuous operation and maintenance of the website.

#### **Highlights #6 of Public Affairs Committee**

Chevron has announced that the deadline for acceptance of year-end gifts would be extended from the current December 31 deadline to a new deadline of January 31 in the following year. That is being done to ensure that matching gifts are appropriately applied to the calendar year in which they are made. The committee is working with the Chevron Humankind group to capture the retiree-giving numbers and show them as a group along with the annual dollar totals shown for employees. Prior to completion of the 2011 matching process, 440 retirees had requested Grants for Good (matching for volunteer hours) for a total of \$415,000. Requests for Give and Match (matching gifts) were submitted by 3,068 retirees for a total of \$6.5 million. The overall Chevron Humankind program raised \$26 million for non-profit organizations.

The CRA is now being provided with the monthly figures for new retiree enrollees in the Chevron Advocacy Network (CAN) grouped by geographic chapter areas.

#### **Highlights #7: Planning and Research Committee**

The Committee will continue to clarify and enhance CRA products and services to provide value to members. The Committee will assist the CRA in adapting to declining membership numbers and the potential transition from Chapters to Social Groups and/or Unaffiliated Chapter status. Based on advice from Chevron’s Law and Insurance Departments, the CRA will continue general liability and Director and Officer insurance coverage. The “Forms Project” was completed late last summer and reported out at the Mid-Year Meeting. All of the present CRA forms were reviewed and updated as needed. A major change involved a new form, called the LER Form (Leadership Experience Form) which will complement the revised PER form (Personal Experience Record). Additionally, all of the CRA Forms are now available on the website for immediate reference and use.

#### **Regarding action items:**

- The 2020 team will work with Budget and Finance committees to project a year 2020 operating budget for the CRA. Membership assumptions for 2020 are 11,000 members, 70 chapters and 9 geographic areas. The challenge is to capture the “in-flow” of new retirees. The estimated concentration of new retirees will be in areas with Chevron operations including West Coast, Houston and the Gulf Coast.
- CRA Form 150 – which is “Support for Local Printing/Mailing of Encore” – was revised to reflect the increase in postage that was effective Jan. 22 and to increase the maximum copy cost due to the increase in number of pages of the ENCORE newsletter.
- AVPs should remind chapters that copying and mailing of ENCORE to those without Internet access is reimbursed by the CRA.

#### **Highlights #8 Membership Advisor – Charlie Rhoads**

Rhoads, who served the CRA as its president from 2007-09, offers the following major points:

- To continue as a viable organization, the CRA must increase membership and member leadership participation at both the Chapter and international levels. It will continue to work with Chevron to obtain access to employees prior to their retirement.
- Will work toward the development of a focused plan to communicate to all retirees the value CRA provides in its products and services.
- Chapter Presidents are the key to membership solicitation.

Continued on page 10

Continued from page 9

Additionally Rhoads suggests three specific action items:

- Provide a “strawman” communication tool to introduce CRA to new retirees.
- Present a membership process and marketing plan to Annual Meeting delegates.
- Collaborate with CRA Officers to revise the “CRA and You” document to attract new retirees to the CRA.

#### **Highlights #9 Nominating Committee Report**

- The nominating committee was reconstituted to include Past Presidents, Officers, Area Vice Presidents and Chapter Presidents who have regularly attended CRA meetings. The purpose is to ensure that everyone on the committee would be familiar with the candidate(s) for Association President through their interactions at CRA meetings and, therefore, in a better position to render an informed vote.
- The revised Personal Experience Record form (CRA 250) and the new Leadership Experience Record form (CRA 260) that were developed by the P&R Committee were introduced by the Chair. These new forms are intended to generate more participation and interest in serving in the various committees and offices of the CRA. All members are encouraged to use these new forms in updating current forms or filing for the first time.
- The Association President was contacted to determine his interest in serving through June 2013. He indicated he’d be honored to continue for a second term. Therefore, barring any other member coming forth to seek the nomination, his name will be placed in nomination at the Annual Meeting.

#### **Highlight #10 Secretary’s Report**

- CRA management continues to keep the Secretary advised of changes in officers and/or contact information which facilitates the dissemination of accurate and up-to-date communications, including website data, to the membership.

#### **Highlight #11 Area Vice Presidents Discussion**

- Identifying new leaders continues to be an issue in most Chapters. It was noted that articles about Chapter members in local newsletters stimulate discussion at luncheons and are a good source for spotlighting in ENCORE.

#### **Highlight #12 Chevron Benefits**

- Eleven percent of eligible retirees (56,149) made changes during Open Enrollment with about 26 percent using the website to make their changes. Of the plans for Medicare-eligible retirees, Option 1 is the most popular and Option 3 the least used.
- The Health Care Reform Act requires new plan summary forms for 2013. However, regulations addressing content and format have not been received yet from the government.
- Benefits Staff continues to have a good working relationship with the CRA and we appreciate the continued partnership to help identify and resolve service delivery issues when they arrive.

The MYM highlights were obtained from a copy of the outstanding and detailed printed narrative prepared by CRA Secretary M.J. Stone. She mailed the complete Mid-Year Meeting minutes and reports to all CRA Directors, including an updated “hard copy” of the CRA Roster.

## Chevron Retirees Association

*The Chevron Retirees Association is not a subsidiary of the Chevron Corporation but an independent Organization of retired employees of Chevron or its predecessor companies.*

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### Encore In Memoriam: October – December 2011

*As reported by Chevron during this period*

#### Caltex

Bilane, Frank J., Ret. 1982  
Maytrott, George Joseph., Ret. 1982  
Tobac, Ernest John., Ret. 1986

#### Chevron

Aldridge, Virginia., Ret. 1991  
Alexander, Lyle M., Ret. 1974  
Allphin, James P., Ret. 1978  
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