



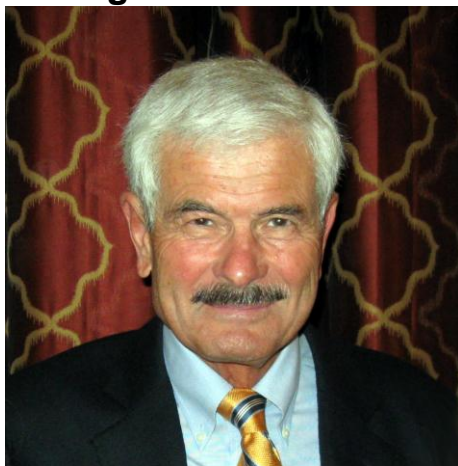
Published by the Chevron Retirees Association

Web site: www.chevronretirees.org

Second Quarter 2013

President's Letter

Making CRA Thrive is a team effort involving all of us



Pres. Vic Revenko

This is my last letter to you as President of the CRA. This spring your Chapter Presidents or their designate as well as others will elect a new President at the CRA Annual Meeting. I appreciate the opportunity to having served as your national representative for the past two years. It has been a challenging but a rewarding experience. My vision when I took the job was to build on CRA's mission, which is: "To attract and retain a diverse and multicultural dues-paying membership that brings value to all retirees and spouses and to the corporation". It was, is and will be a team effort. This ongoing process of improving the CRA and its value to its members builds on the strengths and leadership of a national organization in the US and Canada as well as the core of CRA: the Chapters, their leaders and members.

Please continue to help

I have highlighted through this letter what you as members could do as well to help the CRA accomplish its mission. Again, the CRA thrives by all of us working as a team, giving as well as getting value to help CRA now and into the future.

Supporting communications in your Chapter and nationally

The CRA explores and uses new efforts to provide value to its members. The core of CRA communications is at the Chapter level. All of the national efforts are to enhance these core communications. You have seen this with excellent efforts of Communications Chair Dennis Dauphin and the CRA web site which provides up-to-date information about the CRA overall as well as our Chapters and Chevron business matters. *Please check the CRA web site, Read ENCORE and local newsletters to stay abreast of CRA matters. Talk to members at local events about CRA matters.*

Participating in new ways of doing business

Demographics Chair Frank Coe has helped in many ways to enhance CRA's technological capabilities in distributing and managing information that has made attracting and retaining members easier. He along with Mike Elgie, Planning and Research Chair, and others have designed, conducted and analyzed an electronic survey of CRA members. All of you were invited to participate and many did. You will hear more about results and actions over time but a key matter is the overwhelming desire of members to communicate electronically and the willingness to provide their E-mail address for a secure and private database that will be used only for special communications about important matters. It will not subsume other Chapter or national communications but be another ways to add value to your membership. You can always opt out at any time and it will not attract spam or provide unnecessary information. It would be like a Chevron news release. *Please participate by providing your E-mail address when requested either through your Chapter or directly.*

Being an involved member

Past President Charlie Rhoads and others have worked on membership development and recognize this as an ongoing process. It needs to be engaged by all of us. We need to recruit friends, recruit at Chapter meetings and social gatherings and throughout the CRA all the time. MJ Stone, CRA's excellent Secretary, developed a new communication for employees retiring from Chevron including certain incentives to join. Area VP John Bulla and Past President John Dewes studied the future of CRA and concluded that membership will shrink somewhat and be concentrated in areas where Chevron or legacy companies have business. This means that the Unaffiliated Area (now led by Chris Lardge) will grow in importance as Chapters morph into social groups or into individuals wanting to stay connected to the CRA and Chevron. *Please keep your membership current by keeping contact information up to date in a timely manner. Stay involved with the CRA through your Chapter or the Unaffiliated Chapter.*

Thanking those who tirelessly serve you

The CRA survey gave CRA Benefits Chair Al Horan high marks for his work for many members individually and for the organization as a whole. This is probably no surprise to anyone since Al has received praise for his work over the years not only from the CRA but from Chevron and other benefit service providers. *Thank you Al.*

I also want to thank AVP Herb Farrington and his crew who organized the first CRA Annual Meeting on a cruise ship. The Annual Meeting is the yearly get-together of all chapter presidents or their proxies as well as CRA officers and invited Chevron speakers. This is where delegates learn about CRA business matters, key information of interest to retirees, and vote on key CRA action items as well as elect a President for the next fiscal year beginning in July.

This cost effective meeting is proving to be attractive to At-Large CRA members who are joining the delegates to learn more about the CRA and the Annual Meeting as well as enjoy the trip. CRA members are invited to all Annual Meetings, which are usually held in May. The meetings are held in various cities in the US and Canada to make them accessible to local CRA members.

Being patient with CRA efforts that may take time, such as pension supplementation

Al and I have made it a high priority to petition Chevron for pension supplementation for those eligible. I have made this a key message whenever I have met with Chevron management over the past two years. I hope that we will see some action shortly. *Please keep your fingers crossed.*

Thanking Chevron for their ongoing support of CRA

Meetings with Chevron are an important part of this job and of the Public Affairs Chair Skip Rhodes. Skip assisted with the Chevron increasing the Humankind matching gift amount by 50%. He also worked with Chevron to increase the CRA Public Service Awards from \$1000 to \$5000. What a guy. *Please take advantage of these though your donations to worthwhile causes as well as recommending members for the Public Service award.*

Paying your dues in a timely manner

The lady that keeps the financial wheels rolling is Treasurer Pat Branson. Her work in keeping the books as well as working with the IRS and others who deal with the CRA and its role as a 501(c) (4) organization is vital to CRA in total and to the Chapters as well. *Pat asks that we submit dues in a timely manner.*

Bill Schultz is the Budget and Finance Chair. He keeps track of income and expenditures over time to be sure that we are fiscally sound. Bill has developed some nice graphics to explain the intricacies of budgets and is planning an audit to assure financial soundness.

Helping lead CRA at all levels, especially in the Chapters

Ernie Breaux, Past President and Nominating Committee Chair is finalizing the nomination of the next CRA President. Ernie and I regularly discuss succession planning at all levels in the organization. He and I encourage all who have an interest to complete a form CRA 250 or 260 on the website or call or write to us to

discuss interest in national leadership activities. Please note that the CRA is a volunteer organization that thrives because of the interest and involvement of members like you to help.

The unsung heroes in the CRA are the Area Vice Presidents in the US and Canada that are the liaison between the national organizations and the Chapters. They along with 87 Chapter Presidents and their local boards are the core components of the CRA and make it what it is. The job of Chapter President is challenging, demanding, thankless at times based on personal experience. More than ever the Chapter leadership is the key to making CRA thrive as it evolves and changes. *Thank you to all who lead and will lead Chapters and to the 14,000 members of the CRA who support CRA and help it thrive.*

Last but not least, I want to congratulate Dennis Dauphin who has been nominated to be the next President of the CRA. Dennis has served the CRA tirelessly and ably for many years at all levels of CRA and will provide excellent leadership.

Best regards to all,

Vic Revenko

2013 CRA Annual Meeting & Cruise

"Boldly going where none have gone before."

By Herb Farrington,
2013 Annual Meeting Chairman
Southern California Area Vice President

"Our slogan above refers not only to where we are going but also to who is invited and why we are going. Thanks to Star Trek for the idea, but we'll be going on the Star Princess cruise ship - not the Starship Enterprise," says Farrington.

WHERE AND WHEN

Events Begin: May 6, 2013 at Crowne Plaza Hotel, Los Angeles Harbor
Cruise Begins: May 7, 2013 aboard Star Princess
Cruise Ends: May 10, 2013 in Vancouver, British Columbia

HERE'S WHY

Every year the CRA national Officers and local Chapter Presidents meet to review and act upon important CRA business. This year we are inviting all CRA members to join us for a reunion with their friends and former co-workers. Former employees of Chevron, Texaco, Union Oil, Gulf, Getty and other legacy companies are coming together for the first time. We already have more than 225 retirees, spouses and guests signed up.

Our cruise is a low cost vacation and an opportunity to see beautiful British Columbia and, if desired, to look at Alaskan cruise opportunities after arriving in Vancouver. And, we can do this together and rekindle old friendships. Yes, feel free to invite your friends and family to join us. A CRA bonus is that the cruise format is saving money for the Association versus a traditional hotel conference. Concurrent with the CRA business meetings aboard the cruise ship there will be many recreational and entertainment opportunities open to all CRA members.

Our first planned event is a "Reception and Banquet" May 6 at the 10-story Crowne Plaza Hotel which overlooks the Port of Los Angeles. Senior Chevron and CRA executives will be on hand for the banquet. Advance reservations are required, so contact one of the Cruise Committee members listed later in this article to obtain more details. Also, a morning business meeting for CRA officers will be held at the Crowne Plaza Hotel prior to boarding the Star Princess at the Cruise Terminal.

CRUISE EVENTS

The Cruise Committee is planning some free special activities, games and parties for CRA members onboard the Star Princess. In addition, the cruise ship is scheduled to hold numerous activities and entertainment all day long and into the evenings during the time at sea. These are included in the cruise fare.

CRUISE COST

The basic per person fare is \$249 (interior cabin) plus \$40 in government fees and taxes for a total of \$289. That includes all meals, onboard entertainment and CRA cruise events. Alcoholic and soda beverages are extra. Following are the per person cost of cabins including taxes and fees: (INTERIOR \$289, OCEAN VIEW \$369, BALCONY \$439, MINI-SUITE \$489.)

In addition to the foregoing, the suggested gratuity for crewmembers is \$11.50 per day for most cabins. Passengers traveling alone would have to pay a "single supplement." For those singles interested in sharing a cabin and avoiding the single supplement, the Cruise Committee will attempt to match you with another CRA member. In some cases, there are extra charges for cabins in certain preferred ship locations.

Please note that the above rates are subject to change; contact Princess Cruises for current rates. Reservations can be made with a deposit of \$112 (Interior Cabin). The deposit is 100 percent refundable until the balance is due.

OTHER COSTS

Depending on your point of origin there may be airfare, shuttle and added travel costs.

VETERAN'S BENEFIT

Princess Cruises offers U.S. veterans an onboard credit of \$50. This can be used in the duty free shop, in specialty restaurants, lounges, the spa, coffee and Internet bars. Contact the Princess Cruises representative below for further details.

CRUISE SHIP INFORMATION

To get more information/details re the Star Princess visit: www.princess.com.

CRUISE RESERVATIONS



Burrard Bridge; downtown Vancouver

Celeste Regalado (Princess Cruises) [800-901-1172 ext. 41664](tel:800-901-1172) or cregalado@princesscruises.com. Be sure to contact Celeste directly so you can be registered with our group.

POST CRUISE TOURS AND ACTIVITIES

Although the cruise ends on May 10, there are many beautiful sites and great tours available in Vancouver and British Columbia. In addition, there will be Alaska cruises starting from Vancouver on the day following the CRA's arrival. The following Cruise Committee member has a list of many of those tours and can assist you. Feel free to contact Gwen Scott at [661-589-6543](tel:661-589-6543) or 53gwen@att.net.

CRUISE COMMITTEE CONTACTS

Carl Brick at [714-529-4673](tel:714-529-4673) or torcbrick@gmail.com; Herb Farrington at [714-904-5825](tel:714-904-5825) or herbf76@msn.com

OTHER INFORMATION

Since you will be traveling outside the U.S. you must have a valid passport or other approved photo ID to board the Star Princess. If you will be flying back from Vancouver, you will need a US Passport to board an airplane.

LOYCE T. GARY:

Still Rooting for the Dallas Cowboys at age 100

Texaco retiree Loyce T. Gary, who lives in Irving, Texas, is a celebrated member of the North Central Texas Chapter. However, he no longer drives to chapter meetings because of the distance.

Instead, he will drive his Ford Escort station wagon – which he purchased when it was new – to a local store when he gets an urge to satisfy his hunger for snacks like crackers and dip. He also may visit a local pharmacy.

He keeps active by playing domino games twice a week with a group of guys who live in his three-story apartment building for seniors. Sometimes on Sundays, he goes to lunch with his grandson Ralph, who is 72 and lives in Grapevine. The age of his grandson should give you a clue about Mr. Gary's advanced age. Yes, it was April 9, 2012 when he turned 100.



Centenarian Loyce Gary

Mention his age and he quickly responds “I’m blessed although I need a walker to get around, I wear a hearing aid, I need glasses and I’ve dropped about two inches in height to five foot eight. However, I really don’t have any physical problems. Also I don’t take any medications except for low dose aspirin.”

His present physical condition could be due in part to his sports activities when he was young. He says, “I was a tennis guy because I dated a girl who was a good tennis player. I also was a member of my YMCA volleyball team.”

Mr. Gary was a student at Central High School in Dallas; he attended the School of Business at Texarkana Junior College and he and wife Adelle graduated together from Midland Junior College. Reminiscing about Adelle he says, “My wife and I once drove to every state capital in the United States except Alaska and Hawaii. We also vacationed in England, Rome and the Holy Land.” After 65 years of marriage his wife passed away in 2002. Together they had a daughter and son, two grandchildren and six great grandchildren.

Now let’s get down to the subject of his business career. He began by owning and operating a Sinclair service station in Dallas, where there was a Texaco station across the street. Subsequently, he worked in the Dallas Courthouse records department and then became a contract land person. He started working for the Seaboard Oil Company until it was sold to Texaco and absorbed by the Texaco Dallas office. He was transferred first to Texaco’s Fort Worth office and then to the Midland office. He also did some side work for several weeks in Mississippi and Alabama. He retired in 1977.

Mr. Gary is a passionate fan of the Dallas Cowboys professional football team and watches all their games on television from the comfort of his home. His goal for the future is “I’m trying to live for the day that the Cowboys finally make it again to The Super Bowl.”

CRA News Briefs 2013

To-date the CRA has 86 chapters (84 in the U.S., 2 in Canada). We’ve lost MO-KAN and MISS-LOU while we have 9 new Chapter Presidents. They include South Bay, South San Joaquin, Central Miss-Magnolia, Mississippi Pine Belt, Atlanta, Old Dominion, Texaco Retirees Club of Houston, Hill Country and Metro Houston. Three of the new Presidents are women including Gwen Scott, Debbie Leverette and Marilyn Bourn.

Marilyn, who was secretary of the Mississippi Pine Belt Chapter, has succeeded husband, Milton Bourn, as Chapter President.

Welcome news is the Southern Oregon Chapter will be re-formed by Don Young, its former Chapter President, and Ray Airone, the Area Vice President for Northwest US/Alaska. Airone emphasizes, "We are in the process of re-establishing Southern Oregon as an OFFICIAL Chapter. We now have 15 members in the re-formed chapter and I am forwarding those dues payments to Association Treasurer Pat Branson today. We expect more sign-ups as we continue our solicitation. Also, Don Young has agreed to continue as its Chapter President for 2013 while we work together to maintain a viable chapter based in Medford."

Husband/wife teams

Your Encore editor also has garnered the following list of 11 Chapters that have husband and wife teams as officers: Birmingham, with President Tom Boaz and Secretary Barbara Boaz; Treasure Coast, with President Stan Williams and Secretary Betty Williams; Salt Lake City, with Milton Gehrke President and Secretary Doreen Gehrke; Western Slope, with Dusty Holman President and Margie Holman Secretary; Music City with John Bulla President and Linda Bulla Secretary; and Unocal/Chevron Chicago Area Retirees Club with Robert Schmoldt President and Ruth Schmoldt Secretary. Additionally there's Upstate New York, with Ralph Porter President and Nancy Porter Secretary; Mid-Columbia with Frank Ferreira President and Eleanor Ferreira Secretary; California Central Coast Chapter with Paul Tuttle President and Jessie Tuttle Secretary; La Habra with Carel Koopmans President and Jane Koopmans Secretary; and North Central Texas with Gary Branson President and Patricia Branson Secretary.

Volunteers doing double duty

In yet another category, there are 13 CRA presidents – both male and female – who do not have a Secretary. As you might surmise, they are busy solo volunteers.

Chapter Guest Speakers

Always gifted with outstanding guest speakers is the Contra Costa Chapter. Its latest gem, who spoke at the Chapter's Feb. 25, 2013 luncheon, was Lydia I. Beebe. She has been the Company's Secretary & Chief Governance Officer since 1995. In her role, she provides advice and counsel to the Board of Directors and senior management on the corporate governance function. Beebe also serves as secretary to the Board, the Executive Committee and the Board Nominating and Governance Committee. Throughout her 35 Company years she has been a tireless promoter of Chevron's image while serving many public and nonprofit governing boards. That includes being appointed to the board of directors of the Presidio Trust by President George W. Bush and serving in that role until 2008. The San Francisco Business Times inducted her in 2012 into its "Forever Influential Honor Roll" of the Bay Area's most influential businesswomen. Additionally she has been named Corporate Secretary of the Year by Corporate Secretary magazine. Beebe earned a J.D. Law degree from the University of Kansas.

An Entertaining Guest at North Central Texas

Dr. Don Newbury – a philosopher, University President, Author, Humorist, Teacher, Patriot – was guest speaker at the North Central Texas Dec. 6 chapter meeting. During 40 years in higher education Dr. Newbury spent almost half his career as a college president. His weekly column of humor and inspiration now appears in about 150 Texas newspapers and is heard on selected radio stations while his "The Idle American" is in its eighth year of syndication.

Houston Metropolitan Chapter Member Wins 5K Event

On January 12, 2013 Lorie Hougland, whose long distance running specialty is the 5K, emerged victorious in that event by defeating 24 other women in the 55-59 age group in the Chevron Houston Marathon. "I'm 58," said Hougland, "and I ran a minute faster than my best previous time. The 5K is a warm-up for the marathon and half-marathon." Her running career extended from seventh grade through Vanderbilt College where she excelled in the half mile. In 1977 she also was the school's volunteer track coach. (Your Encore editor was an All-City half-miler for a San Francisco high school.)

Until the 1984 merger, she worked for Gulf Oil Exploration/Production Company. The emphasis of her financial career was in budgeting, forecasting and analysis. In addition to her assignments in an Odessa oil field, and various division and district offices in Houston, she had a temporary 5-month assignment in London.

11th Annual Reunion in Laughlin, Nevada

Continuing a long tradition, Chevron employees, retirees, friends, spouses and guests will gather for fun in the sun from April 18-21 at the Riverside Resort in Laughlin, California, for their 11th Annual Reunion. Among the usual activities will be golf, boating, bowling, casino gaming and a relaxing cruise on the Colorado River.

“We have a consistent turnout of about 40 attendees every year. But this year I think we will reach 50 participants,” reports Randy Kerr, who together with Dan Hilburger are the Chevron retiree planners and co-hosts of “The Reunion.” Major activities will begin Friday night, April 19 with a reception to be followed by a steak fry on Saturday night.

Participants are expected to travel from a number of West Coast sites from Seattle to San Diego to participate in this fun-filled getaway. Both Kerr and Hilburger worked for Chevron in Marketing and trucking operations in Southern California. Hilburger, for example, supervised a crew of 35 drivers and 10 trucks in turbo management while Kerr was an area operations Marketing Manager in the Southwest region.

Yet Another Yearly Gathering of Retirees

For the last 20 years or so a large informal group of Chevron Marketing retirees have gotten together for lunch each year in the San Francisco Bay Area. The gathering is purely social with no speaker, theme or scheduled program. It is just old friends getting together to share stories and bygone days. It is similar to the aforementioned Laughlin Reunion and the Graduates Christmas Party that John Dewes organizes in the Bay Area. This year’s gathering was held in mid-March at the Crow Canyon Country Club in Danville across the bay from San Francisco. The Chairman/ Organizer function is shared by a “Committee of Four.” They include Jim Gregory, Jack McGuire, Dave Perkins and Ben Smith.

BENEFITS CORNER

by Al Horan

Health Care Reform: changes coming

Changes To Take Place Under Health Care Acts

As we are aware, there has and continues to be controversy surrounding the Health Care Reform Act (HCRA) and related changes that are to take place under the Patient Protection and Affordable Care Act. Now that the delayed effective dates for different provisions of the Acts are drawing near, there is heightened concern about the effect of the laws.

In 2014 more individuals, who otherwise were not able acquire health insurance, will be able to purchase coverage through Insurance Exchanges known as Health Insurance Marketplaces (HIM). We also will see a strengthening of the Independent Payment Advisory Board (IPAB).

The HIM’s are being introduced to make medical coverage available to more individuals at affordable prices. While all insurance carriers will no longer be able to preclude individuals from acquiring coverage because of pre-existing medical conditions, the HIM’s should be able to make available comparable coverage at lower prices. Over time it is the hope the exchanges will create enough competition for insurance carriers so they will reduce their insurance premiums. The overall aim of the HCRA is to reduce costs and improve the quality of medical care.

The IPAB’s Significant Role

The IPAB, which some people refer to as the “death panel”, is charged with tackling Medicare fraud, excessive payments for prescriptions drugs and looking for ways of providing better care at lower costs. The board does not have the authority to act on its own. Instead, it is required to recommend changes in policy to Congress if projected Medicare spending will exceed targeted growth rates.

By law, it is prohibited from recommending any policies that will ration care, raise taxes, increase premiums or cost-sharing, restrict benefits or modify who is eligible for Medicare. The board will consist of 15 experts, including doctors and patient advocates who will be nominated by the President and confirmed by the Senate. In addition to these changes, other endeavors are afoot which are aimed at improving the quality of medical care while reducing medical costs.

A new payment procedure for doctors

Among the new undertakings is the introduction of a pay for performance program in the public hospital system for the City of New York. Instead of receiving automatic pay increases, doctors will receive annual bonuses based on how well they reduce costs, increase patient satisfaction and improve the quality of medical care.

In three major hospitals that employ 3,300 doctors, their bonuses will be based on meeting such performance goals as improving the coordination of patient care and reducing the average length of stay in the hospital. It is the aim of the City to measure a doctor's performance against national standards.

The use of bonuses to motivate doctors to change their behavior is admirable. However, it's been my experience that bonus programs work well only if they have goals that are clear, measurable, achievable, understood and the potential bonus recipients are committed to them. Further, the bonuses should be meaningful and the potential recipients should have full control of the actions that affect their bonuses.

If they do not have complete control, then anyone who can affect the outcome should also be included in the bonus program. Likewise, they should have a set of achievable goals. For support staff, a team bonus would probably make sense. Based on the situation the team bonus could then be allocated to members based on their individual performance. As you can see, using bonuses to alter behavior can be a powerful tool. But the devil is in the details.

Preventative Care is the key to reducing costs

While it is important for healthcare professionals to modify their behavior, I believe the key to reducing costs lies in preventative care. Along these lines, an increasing number of Americans already are using smart phones and other devices to collect and track their personal health data. Currently, there are more than 500 companies that are making or developing self-management tools. And there are nearly 13,000 health and fitness applications available in the marketplace.

Dr. Peter Margolis, a professor of pediatrics at the Cincinnati Children's Hospital, is testing new software that tracks a patient's behavior pattern. He is using the software to track 20 young patients who have Crohn's disease. The doctor and parents watch the tracking charts for early signs of flare-up symptoms. The physician can then use the feedback to adjust the treatment to minimize the effects of a flare-up.

As you can see, using tracking software in the monitoring and treatment of chronic ailments like diabetes can be extremely helpful. I would think that, with proper training and oversight by a physician's staff, the number of unscheduled office visits and costly emergency room visits could be significantly reduced. However, it's also important that the cost of tracking and monitoring be covered by medical plans. This probably means that the definition of a covered medical expense would have to be modified. This change could help make an impact in reducing medical costs.

Electronic Recordkeeping: It's here to stay

Whenever electronic medical data is discussed, some individuals immediately get concerned about identity theft. However, we should get comfortable with electronic recordkeeping because it is here to stay. As part of the HCRRA, medical providers are being encouraged to switch to electronic medical records since it is a way of improving the accuracy of medical data while also reducing costs.

The Texas Health Resources, which annually cares for 140,000 in-patients and 1 million out-patients, has electronically integrated its medical files to reduce duplicate records, improve patient registration and, most importantly, prevent medical errors. To protect a patient's identity they have employed high-tech scanners to map and read the veins in the palm of a patient's hand. The image is reportedly 100 times more accurate than

fingerprints. Palm vein patterns do not change in adults. Children need to be rescanned annually until age 15 because their hands continue to grow.

Out-of-country Medical Care

You may recall that in a previous Encore article I wrote about individuals traveling to India, Thailand and Singapore for medical treatment. This is being promoted by some organizations as a way of obtaining quality medical care at significantly reduced prices.

Mexico offers quality medical care at lower prices than Asia

As an alternative, Mexico is now being promoted as a way of obtaining quality medical care at lower prices without having to travel to Asia. Hospitals on Mexico's Pacific Coast are being targeted as low cost alternatives to soaring medical costs in the U.S. for everything from knee replacement to heart surgery. While this could be a game changer for Mexico and the United States, Mexico would have to first improve their security and would also need to have their hospitals certified to treat international patients.

Additionally, for Mexico to become a major factor, U.S. medical insurance -- including Medicare -- would have to be modified. Presently, Medicare does not cover expenses incurred outside the U.S. Also, private insurers generally only cover expenses incurred outside the U.S. for medical emergencies.

There is probably a greater chance that U.S. insurers would amend their contracts to cover these expenses before Medicare recognizes them. Congress would have to approve such a change to Medicare. While this is an intriguing idea, it probably will never come to pass.

Finally, I would like to mention that, if you have Chevron medical coverage, you should have received a W-2 form from Wells Fargo Bank, which is the agent for Chevron. In box 12 of the form there should appear the code "DD" and a dollar amount. That dollar amount represents the annualized total cost of your Chevron coverage, i.e. the sum of your contributions plus the Company's contributions.

As part of HCRA, employers are required to provide this information. This is NOT taxable income but merely a way for the government to determine what is being spent on medical coverage. However, it is my understanding that sometime in the future we may see costly medical plans being taxed.

Chevron continues to actively review the impact of this and all of the regulations related to HCRA.

If you have any questions please let me know.

Al Horan, Benefits Chair:
Phone: 972-964-1787
Email: awhoran@verizon.net.



Helen Romain

Chapter Scholarship Awards

Contra Costa to expand program

Now in its ninth year is an outstanding college scholarship program sponsored by Chevron Retiree Association members of the Contra Costa Chapter which is based in the San Francisco Bay Area.

"The program started in 2005 with two recipients each receiving \$1,000 scholarships. The following year there were three awarded scholarships and in 2009 the amount was raised to \$1,250," reports **Helen Romain**, the Scholarship Program Director since 2009.

She continues, "The annual number of recipients has varied with six being awarded in 2012-13. Forty-one percent of the scholarships have been given to

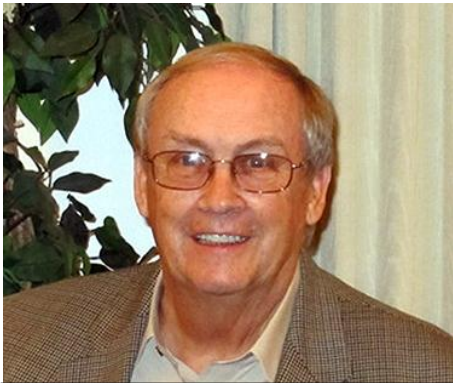
boys and 59 percent to girls. Also all scholarship winners are the children, grandchildren and great grandchildren of our chapter members."

All students must be age 25 and under and be enrolled - or plan to be enrolled - in the coming school year in a fulltime undergraduate course of study at an accredited two or four-year college or university. Most awardees have lived in the San Francisco Bay Area. Others had been living elsewhere in California plus Colorado, Illinois, Kansas, Ohio, Oregon, Massachusetts and Utah. Among the schools they have attended with their scholarships are Azusa Pacific, Boston College, BYU, Cal Poly, Case Western, Colorado State, Duke, Oregon, Scripps, Stanford and several UC campuses.

Romain points out "For the 2013-14 academic year we plan to award five scholarships in the amount of \$1,500 each. That money for the scholarship recipients comes from the retiree members of the chapter. At the end of last year, our paid chapter membership total was 932. It's a wonderful program and the kids are so appreciative and have outstanding goals. One young girl wrote us: 'It is such a great honor to be formally recognized for both my academic achievement and extra-curricular involvement. It leads me to feel inspired to continue working diligently in pursuit of academic excellence.'"

Romain adds, "It is nice we have the ability to do this with the support of chapter members. These scholarship individuals represent both our future and they may be our future Chevron employees. Also they can pass positive remarks about Chevron to other college students."

Romain's career with Chevron started in 1985 with COPI. It involved working with non-U.S. Expats in training and development programs as well as providing support for their families. She worked primarily with Angolans, Nigerians, South Americans and Canadians. "During that time," says Romain, "I also administered a scholarship program for Angolans and Angolan government oil company employees. That included working with the students and school administration. After the Texaco merger, I worked in the Staffing Group with experienced hires. I retired from Chevron in August 2006."



Shirald Hendrix

Metropolitan Houston's 2013 Scholarship Program

Once again the Metropolitan Houston Chapter Scholarship Program is offering a college scholarship for a 2013 graduating high school senior who has applied and been accepted by an accredited four-year university or two-year community college or junior college. The amount of the scholarship award is set annually by the Chapter's Board of Directors and for the year 2013 it is \$2,000. As usual, it will be a "one-time award" recognizing academic excellence and personal development. The 2013 eligibility requirements include any graduating high school senior who is related to a dues paying member of "our MHC Chapter by blood or by marriage including stepchildren, nieces and nephews, grandchildren, etc.," who meet the scholarship requirements as outlined in the scholarship application package.

Each student's application, including all required documentation, must be received by Lorie Hougland, the Scholarship Program Coordinator, by May 1, 2013. To qualify, students need three recommendations from high school staff or perhaps an organization where they performed volunteer work. Applicants must submit a 500-word essay, test scores and transcript - all of which may take time to accomplish.

"Pete" Rowland, a Chapter Board member who has been active for many years in the MHC Scholarship Program, noted that the genesis of the MHC Scholarship Program began with Past Presidents Charlie Rhoads and Shirald Hendrix. The Chevron Retirement Club of Houston and the Gulf Annuitants Club merged to become the Metropolitan Houston Chapter. Under Rhoads leadership, the newly created MHC chapter approved the MHC Scholarship Program. Hendrix recalled that the first award under the new MHC Scholarship Program was presented in June, 2001 when he



"Pete" Rowland

was MHC Chapter President. In May 2003, the MHC Chapter received a CRA Public Service Award in recognition of the first CRA Chapter to implement a scholarship program. A scholarship award has been given each year since the program's inception. The MHC Chapter urges all its members to consider giving just even a small amount when mailing in the membership renewal form. Their message is: "*Together We Can Make a Difference!*". These students are our future! "

CRA's Mid-Year Meeting

Conclave preps for Annual Meeting

Officers, Area Vice Presidents, Committee Chairs and Past Presidents John Dewes, Bill Leney, Don Ostrom and Charlie Rhoads were among those attending the January 19-21, 2013 Chevron Retirees Association Mid-Year Meeting at the DoubleTree Hotel in Burlingame, California.

President Vic Revenko was on hand to welcome all attendees as he brought the meeting to order at 7:30 a.m. on Monday, January 19. He promptly thanked everyone for their willingness to serve as volunteers and their on-going support of the CRA. He then set forth the objectives of the Mid-Year Meeting by emphasizing the need to discuss and clearly decide on the next steps for key issues such as the membership development and technology and communications strategies.

Pension supplementation advocacy continues to be a high priority and he reported that (1) Chevron is still evaluating the matter of a pension supplement and (2) is well aware of the CRA's ongoing concern for its members. Subsequently, on Sunday evening the group was joined for dinner by Jim Schultz, General Manager, Human Resources Corporate and Services, and Claudia Polidori, Manager-Benefits. Schultz gave a presentation on some of the recent successes achieved by the Company.

On Monday, Cathy Drew, Health and Welfare Benefits Team Leader joined the group. Deb McNaughton, General Manager, Internal Communications, was unable to attend. Skip Rhodes, the CRA's Public Affairs Chair, provided the remarks she had prepared.

Capsule highlights from the 2013 Mid-Year Meeting Minutes

Secretary MJ Stone was assigned the task of updating the "CRA and You" document to make it more valuable/attractive to the reader. Background: the document originally was developed in 1991 and inserted into PP&M. Consequently, the CRA Chapters over the years have been encouraged to mail a copy with their membership solicitation. In 2003, for first time, the document was provided to the Chevron Human Resources Center for inclusion in the binder given to prospective retirees. Then in 2007, it was placed on CRA website and titled "About CRA." Minor updates have occurred annually to reflect new contact information.

The major stakeholders in this task are: Benefits, Membership, Demographics, Public Affairs, Planning and Research, and Communications Committee Chairs. The final document reflects their input. If after Mid-Year Meeting review there are no revisions, the "Chevron Retirees Association (CRA) Don't Retire, Just Rewire" document will be sent to Service Center for inclusion in the retirement binder. Likewise, the "About the CRA Stay Connected" will be placed on the website page "About CRA".

Major Points in Treasurer's Report - Pat Branson

The mileage rate was raised by IRS to \$0.565/mile. The CRA applies 70 percent of the IRS rate to our mileage reimbursement; thus, the new CRA rate \$0.40/mile. The CRA financial accounts are in good standing. Chevron will provide \$125,000 to the CRA for dues-paying members. Based on membership for June 30, 2012, the dues paying members were 14,154. Our Membership dues goal is to top number from last year. We need to stress that the dues paid by each Chapter should be reported to the Treasurer by March 16th; we solicit the attention and assistance of our AVPs to achieve this deadline. Pat proudly noted that the IRS sent written confirmation that the CRA was in compliance with the federal guidelines for Tax Exempt Status under the federal tax code.

Budget/Finance Committee Report - Bill Schultz

The CRA is in good financial condition with cash balance increasing about \$22,000 from the prior fiscal year. Incoming revenue has been fairly stable. The projected dues-paying members for the current fiscal year are projected to be less than last year. Future years are being adjusted downward based on the CRA's 2020 study, projecting 11,000 members by the year 2020.

Communications Committee Report - Dennis Dauphin

Conversion of CRA website to CMS (Content Management Software) is complete thus saving the CRA the average annual expense of \$18k for an outside contractor. The changeover will rely on the Communications Committee members and volunteers to provide the expertise to update and maintain the website. The website is undergoing continuous enhancement, with recent modifications to include more information on Home Page, larger fonts for easier viewing and greater color contrasts for reading appeal. The Committee has expanded with 2 additional volunteers and a Chevron-assigned technical support contractor for advice and mentoring. The quarterly Encore newsletter was expanded to 12 pages with added 3 pages for "In Memoriam." This expansion will permit more space devoted to retiree activities, Chevron news, updates and photos.

Technology Action Plan - Frank Coe

A recap of outstanding issues previously discussed achieved a consensus that the CRA would not undertake the development of any new insurance initiatives at this time. However, it is important to note that our Benefits Chair would support and assist in helping members evaluate plans they may be considering. A motion was made to sustain the existing insurance programs provided by CRA. The motion was seconded and passed. The Demographics Committee would further explore the capability of leveraging the CRA website with additional tools to continue such new initiatives as placing the CRA Survey on the website and compiling respondent data. The one-year free membership initiative for new retirees would be fully developed for presentation at the 2013 Annual Meeting.

Public Affairs Committee - Skip Rhodes

There has been no recent "call to action" by the Chevron Advocacy Network to mobilize our membership in support of key industry issues with their area representatives. Many political issues have been addressed and resolved before taking this step. Thus, little communication has occurred in the last 18 months. Our challenge is to keep members engaged even though we have had an extensive idle period. Skip also addressed the Chevron Humankind Program, which has two components. In the Matching Program, there's been a 51 percent increase from 2011 in the number of retirees donating via direct giving totaling \$5.4M. Subsequently matched by Chevron was \$4.7M for a 60 percent increase over 2011 matching. Average amount donated per retiree increased 27 percent as compared to 2011 when it was \$2,704. The maximum retiree contribution has been raised to \$3,000 annually. Skip also noted a commitment by Chevron to provide detailed reporting on the specific participation by our CRA members in the Humankind program. This information, in turn, will be shared with our membership.

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

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Encore In Memoriam: October-December 2012

As reported by Chevron during this period

Amoseas

Rossmann, Charles W., Ret. 1981

Caltex

Danielsen, Richard ., Ret. 1986
Gerhart, Ray V., Ret. 1983
Kennedy, John B., Ret. 1981
Tomicich, Rose Victoria., Ret. 1986

Chevron

Aguiar, Donald F., Ret. 1985
Alder, Dolores F., Ret. 1996
Almeida, Leslie D., Ret. 1992
Altman, Clarence W., Ret. 1977
Andrewsen, Harry W., Ret. 1978
Arthur, Warrick C., Ret. 1989
Arto, F C., Ret. 1981
Billman, Roger O., Ret. 1985
Bly, Robert M., Ret. 1986
Bobal, A ., Ret. 1983
Boyer, Wanda W., Ret. 1977
Brazil, E E., Ret. 1990
Brooks, J C., Ret. 1990
Brown, George S., Ret. 1975
Brown, Howard R., Ret. 1992
Canady, Paul G., Ret. 1985
Cardwell Jr., William T., Ret. 1980
Carmouche, P ., Ret. 1986
Carter, L B., Ret. 1981
Chamberlin, L E., Ret. 1974
Chambers, J E., Ret. 1987
Collins, John ., Ret. 1994
Constans, Richard E., Ret. 2002
Coward, H R., Ret. 1985
Crossland, Sr., E.J., Ret. 1985
Crowe, William F., Ret. 1981
Daigle, Jerry J., Ret. 1991
D'Arienzo, Joseph P., Ret. 2002
Davis, L F., Ret. 1987
Delgado, Beatrice E., Ret. 1988
Elliot, John A., Ret. 1986
Franklin, E H., Ret. 1990
Gennette, Raymond D., Ret. 1982
Gollner, John D., Ret. 1983
Gosse, Melvin ., Ret. 1993
Greer, Russell A., Ret. 1985
Grueter, C C., Ret. 1984
Hall, Alfred B., Ret. 1980
Hall, James H., Ret. 1992
Hasling, F L., Ret. 1986
Henry, John F., Ret. 1986
Hobart, Robert E., Ret. 1985
House, Eugene R., Ret. 1981
Hunter, Donald C., Ret. 1992
Jackson, Leonard C., Ret. 1986
Jensen, William E., Ret. 1985
Johnson, Carl E., Ret. 1989
Keith, Richard R., Ret. 2010
Kightlinger Kr., Edgar N., Ret. 1999
Kline, John D., Ret. 1986
Lampshire, Wayne G., Ret. 1978
Lane, Bobby J., Ret. 1978
Larracey, George H., Ret. 1981
Larsen, Alfred L., Ret. 1985
Leblanc, N F., Ret. 1985
Lee, James T., Ret. 1988
Lodrigue, J L., Ret. 2002
Lonadier, John W., Ret. 1986
Lund, Lee A., Ret. 1997
Maack, Charles T., Ret. 1986
Malony, G A., Ret. 1984
Martin, Laddie J., Ret. 1978
Massey, Joseph A., Ret. 1985
McCleary, Kathryn ., Ret. 1990
McCormick, Helen M., Ret. 1997
Mckay, David A., Ret. 2008
McMillin, F A., Ret. 1986
Middlekoff, Christopher S., Ret. 2004
Milazzo, J S., Ret. 1987
Miles, J D., Ret. 1981
Miller, T M., Ret. 1992
Miller, Kenneth L., Ret. 2002
Miller, Jr., T John., Ret. 2004
Mills, Sr., Rodney G., Ret. 1986
Milsted, Wayne H., Ret. 1984
Mitchell Jr., Alton D., Ret. 1992
Monahan, Ann M., Ret. 1979
Moscou, L Q., Ret. 1982
Muff, William D., Ret. 1987
Nagel, E A., Ret. 1990
Nichols, Jr., Vernon L., Ret. 1982
Novosel, Evelyn B., Ret. 1982
Ormeo, Jose F., Ret. 1986
Ospenson, J N., Ret. 1986
Parker, Kenneth E., Ret. 1990
Phillips, Frank D., Ret. 1980
Plaisance, Lee J., Ret. 1992
Pleau, Emile J., Ret. 1982
Preston, B A., Ret. 1986
Quinn, Clara M., Ret. 1974
Ramos, M F., Ret. 1985
Reed, Wyland K., Ret. 1973
Roberds, Robert A., Ret. 1984
Rodriguez, Edmund ., Ret. 2003
Russell, Bobby G., Ret. 1992
Sadler, Patricia A., Ret. 2009
Sakamoto, H ., Ret. 1990
Schafer, Lester D., Ret. 1980
Sloan, Carolyn R., Ret. 1976
Smith, Albert A., Ret. 1994
Smith, D E., Ret. 1982
Snelgrove, T L., Ret. 1984
Stichka, James B., Ret. 1980
Stone, Terrill W., Ret. 2011
Stowers, Morris E., Ret. 2012
Sweeney, Alfred K., Ret. 1995
Sweis, Salameh I., Ret. 1994
Taylor, R H., Ret. 1989
Thaxton, John H., Ret. 1997
Toes, George A., Ret. 1995
Tonne, John J., Ret. 1991
Tripp, Harry W., Ret. 1971
Vigneaud-Leroux, Nelly ., Ret. 1992
Walk, Mac M., Ret. 1985
Walsh, Robert F., Ret. 1993
Ward, A H., Ret. 1992
Warren, B F., Ret. 1986
Whitby Sr., Bryant K., Ret. 1996

White, Jr., Estill ., Ret. 1983
Williams, Val G., Ret. 1991
Wilson, Ross J., Ret. 1977
Yates, Robert C., Ret. 1985
Zibilich, C M., Ret. 1979

Getty

Bever, Emery W., Ret. 1985
Bullard, Jr., Elmer L., Ret. 1987
Collins, Jack G., Ret. 1984
Dillmon, Keith S., Ret. 1982
Dorsheimer, Donald W., Ret. 1984
Dotson, Billy E., Ret. 1995
Dunphy Jr., Joseph A., Ret. 1986
Fisher, Harold D., Ret. 2008
Hall, Alton Rabon., Ret. 1996
Hawkins Jr., Charles B., Ret. 1984
Hull, Arlo S., Ret. 1984
Ignash, Dorothea A., Ret. 1979
Maliden Jr., Anthony ., Ret. 1995
Mask, Rutherford B., Ret. 1985
Mitchell, Terrell R., Ret. 2002
Mount, John B., Ret. 1984
Myers, Charles J., Ret. 1981
Oshman, Earl W., Ret. 1986
Paradoski, Nancy A., Ret. 1998
Phillips, Bobby E., Ret. 1990
Powell, Robert V., Ret. 1977
Roseberry, Fred D., Ret. 1994
Scott, Bonnie J., Ret. 1993
Seay, Frances L., Ret. 1994
Smith, Leroy ., Ret. 1987
Stephens, Andy C., Ret. 1999
Stoops, John L., Ret. 1978
Velasco, Yolanda C., Ret. 1998
Waers, William E., Ret. 1990
White, Willard P., Ret. 1994
Whitlock, Jr., Clarence M., Ret. 1990
Williamson, Jim H., Ret. 1980
Wilson, James J., Ret. 1986

Gulf

Angelle, Joseph L., Ret. 1989
Armstrong, Cleston L., Ret. 1983
Atkinson, James R., Ret. 1980
Barchenger, Amos R., Ret. 1982
Barrett, John A., Ret. 1986
Blevins, James M., Ret. 1983
Bloom, Betty L., Ret. 1986
Brock, Henry W., Ret. 1976
Broussard, Woodrow W., Ret. 1984
Brown, James T., Ret. 1978
Brown, Donald G., Ret. 1983
Caskey, Jr., John A., Ret. 1981
Castille, Maurice C., Ret. 1982
Chitwood, Janelle T., Ret. 1985
Clanton, Vernon L., Ret. 1992
Clark, Louise J., Ret. 1973
Clark Jr., James W., Ret. 1986
Coleman, Hart E., Ret. 1986
Collum, James C., Ret. 1983
Connor, Clarence C., Ret. 1983
Copeland, Allan J., Ret. 1994
Crider, Oakey J., Ret. 1982

Curtis, Robert M., Ret. 1982
Devries, John W., Ret. 1983
Dozier, Charles W., Ret. 1983
Eberly, Roger D., Ret. 1986
Edwards, Jack C., Ret. 1986
Ethrledge, Thomas E., Ret. 1973
Fantozzi, Reno., Ret. 1986
Fleming, Doyle W., Ret. 1998
Fox, Frank L., Ret. 1999
Futrelle, Emmett E., Ret. 1981
Gallant, Alban E., Ret. 1985
Gay, Samuel S., Ret. 1980
Griffin, Wallace A., Ret. 1985
Guenther, Rie Y., Ret. 1990
Gullickson, Waldo D., Ret. 1986
Hamilton, Otha R., Ret. 1983
Hamilton, Robert S., Ret. 1985
Hanes, Tina M., Ret. 1983
Hanus, Stanley R., Ret. 1978
Hardin, Robert G., Ret. 1986
Harris, Lowell E., Ret. 1983
Harvey, Francis P., Ret. 1983
Heald, Robert F., Ret. 1985
Heminger, Joseph D., Ret. 1976
Henderson, Berkley A., Ret. 1992
Henry, Jr., John D., Ret. 1984
Hines, Carl H., Ret. 1985
James, Thomas W., Ret. 1981
Johnson, Reginald F., Ret. 1995
Jordan, James M., Ret. 1983
Jorgenson, Chris M., Ret. 1983
Karl Jr., George F., Ret. 1995
Keltner, Charles K., Ret. 1983
Kilberg, Charles B., Ret. 1986
Kraus, III, William O., Ret. 1998
Latham, Charles C., Ret. 2011
Lewis, Joseph T., Ret. 1981
Liebenguth, Gerard G., Ret. 1975
Marriott, Thomas J., Ret. 1981
Martin, Patricia M., Ret. 1977
McVean, William., Ret. 1992
McWilliam, Clelland., Ret. 1980
Miller, Phyllis S., Ret. 1983
Mokricky, Mary L., Ret. 1985
Moses, Jr., Sam W., Ret. 1984
Mullens, Roy W., Ret. 1981
Odle, Billy., Ret. 1985
Ogden, Jr., George F., Ret. 1983
Okland, Olav A., Ret. 1975
Paraskos, John A., Ret. 1997
Persson, Eileen C., Ret. 1969
Powell, Robert M., Ret. 1978
Price, Donald W., Ret. 1977
Quail, Mildred I., Ret. 1972
Ravey, Robert M., Ret. 1983
Rawl, Patricia M., Ret. 1986
Redd, Henry E., Ret. 1983
Rhodes, Patricia J., Ret. 1986
Romero, Allen., Ret. 1992
Rosales, Maria A., Ret. 2002
Sapienza, Paul S., Ret. 1981
Simon, Leroy C., Ret. 1986
Simpson, John A., Ret. 1985
Singleton, Alan H., Ret. 1985
Smith, Jr., James D., Ret. 1992
Soter, Frank S., Ret. 1980
Stanley, Richard D., Ret. 1996
Straub, William N., Ret. 1979
Sutton Jr., Robert F., Ret. 1985

Taliman, Dan., Ret. 1994
Teague, Blake B., Ret. 1985
Terrell, Billy R., Ret. 1988
Tillman, Charles F., Ret. 1992
Turnbo, Nathan E., Ret. 1987
Vest, Jack R., Ret. 1985
Wallace, Viola D., Ret. 1985
Wiles, Maxine A., Ret. 1986
Wilson, Willis W., Ret. 1984
Wilson, Roy G., Ret. 2008
Winn, Amelia D., Ret. 1995
Wokutch, Harry J., Ret. 1973
Zellman, Gene P., Ret. 1992
Zogorski, Thomas E., Ret. 1978

MolyCorp

Chacon, Beneslado., Ret. 1984

Tenneco

Gray, William R., Ret. 2000

Texaco

Amaral, Lawrence R., Ret. 1989
Amick, Louis E., Ret. 1984
Arias, Mildred P., Ret. 1978
Barras, P J., Ret. 1982
Bateman, Thomas K., Ret. 1979
Bean, Louis K., Ret. 1976
Becker, Herbert W., Ret. 1977
Beirnes, Vernon C., Ret. 1984
Berberich, Elizabeth., Ret. 1989
Billinghurst, George A., Ret. 1986
Bjorgen, Iver O., Ret. 1977
Bruno, Michael P., Ret. 1989
Burleigh, Raymond J., Ret. 1999
Camp, Everett B., Ret. 1987
Carrigan, James P., Ret. 1980
Carter, Arthur B., Ret. 1985
Castille, John H., Ret. 1981
Castillo, Eugene., Ret. 1983
Childers, Jack D., Ret. 1982
Chiron, Daniel S., Ret. 1994
Clark, Carroll., Ret. 1986
Cloud, Robert A., Ret. 1989
Cobb, Glenda J., Ret. 1999
Cortez, Louis., Ret. 1993
Cross, Edward A., Ret. 1984
Cuccio, Vincent C., Ret. 1982
Dearborn, Henry C., Ret. 1985
Defreese, Elmer J., Ret. 1987
Denman, William E., Ret. 1994
Denton, Leonard E., Ret. 1985
Dixon, Jr., James A., Ret. 1980
Dominguez, Jesus S., Ret. 1994
Dufresne, Daniel A., Ret. 1987
Dugas, Aaron J., Ret. 1979
Duvall, Victor M., Ret. 1988
Easley, Jimmy H., Ret. 1989
Egan, Jr., George A., Ret. 1989
Elhart, Donald L., Ret. 1987
Elizondo, Richard J., Ret. 1989
Esposito, John C., Ret. 1987
Evans, John W., Ret. 1978
Fondren, James W., Ret. 1981
Foret, Jr., George J., Ret. 1999
Frederick, Alvin P., Ret. 1988
French, Jr., John R., Ret. 1989
Furman, George R., Ret. 1978

Goodman, Irene B., Ret. 1978
Graves, Richard H., Ret. 1993
Griffith, Henry L., Ret. 1978
Guyton, Jerry R., Ret. 1994
Handley, Charles R., Ret. 1992
Hartson, Herbert J., Ret. 1984
Heckmann, Claire., Ret. 1997
Heflin, George L., Ret. 1995
Herman, Jr., W M., Ret. 1984
Hernandez, Leo., Ret. 1980
Hopmann, Charles A., Ret. 1991
Howard, Cornelia S., Ret. 1982
Hudson, Edward W., Ret. 1991
Jackson Jr., Leroy A., Ret. 1985
Ketner, Donald D., Ret. 1981
King, Robert G., Ret. 1983
Kruckeberg, Robert Dale., Ret. 1999
Lagarde, Charles A., Ret. 1980
Lazrovitch Jr., George., Ret. 1994
Lee, Marion F., Ret. 1982
Lewis, Clyde L., Ret. 1994
Leysath, Walter G., Ret. 1984
Logue, Tommy L., Ret. 2004
Lubold, Filbert W., Ret. 1989
Lucas, Edward D., Ret. 1985
Lyons, Curney J., Ret. 1989
Mahoney, James R., Ret. 1982
Marrello, Eleanor J., Ret. 1982
Mathis, James L., Ret. 1994
Matte, Gertrude T., Ret. 1981
Mauldin, Rowena M., Ret. 1990
McCalmon, William V., Ret. 1988
Mcclung, Lewis P., Ret. 1983
McDaniel, Webb H., Ret. 1989
Metoyer, Alnetter T., Ret. 1980
Monk, Donald., Ret. 1989
Morris, Herbert C., Ret. 1982
Nelson, Margaret J., Ret. 1990
Nick, John M., Ret. 1980
Osborn, William., Ret. 2012
Parnell, Walter C., Ret. 1989
Pastore, Theodore., Ret. 1981
Picard, Jr., Joseph L., Ret. 1986
Post, Jr., Ray E., Ret. 1989
Redus, Gerald D., Ret. 1989
Reinhart, John C., Ret. 1996
Rigdon, O Wayne., Ret. 1994
Romero, Asencion S., Ret. 1984
Ropes Jr., Charles A., Ret. 1993
Rubin, Jack F., Ret. 1998
Salter Jr., Victor L., Ret. 1990
Sammarco, Andrew P., Ret. 2002
Savoie, Elise T., Ret. 1987
Sayles, Oliver L., Ret. 1994
Schicker, Thomas F., Ret. 1987
Schulz, Robert L., Ret. 2007
Sellers, Scott W., Ret. 1998
Sharpe, Leon E., Ret. 1993
Sharpnack, Mitchell D., Ret. 1984
Shirley, Damon E., Ret. 1990
Shirley, Harril H., Ret. 1990
Simpson, James L., Ret. 2002
Spokes Jr., John J., Ret. 2004
Stepanek, Frederick J., Ret. 1982
Stovall, Felix L., Ret. 1981
Street, I C., Ret. 1995
Stuart, Harrel E., Ret. 1984
Sullivan, Jr., Cornelius J., Ret. 1984
Tell Jr., William K., Ret. 1998

Teltschick, Frank E., Ret. 1979
Terry, Carole Ward., Ret. 1994
Trosclair, Willard J., Ret. 1987
Vestal, Jim V., Ret. 1994
Vicknair, Sidney L., Ret. 1980
Vizuete, Jack J., Ret. 1982
Volkert, Roy C., Ret. 1986
Walters, Jack K., Ret. 1977
Weaver, Charles A., Ret. 1989
Weyer, Heinz F., Ret. 1985
White, Edward ., Ret. 1981
Whitney, Lesley D., Ret. 2002
Williams, Joyce ., Ret. 1989
Williams, James A., Ret. 1990
Wilson, Robert J., Ret. 1987
Woodworth, Lewis A., Ret. 1994
Wukasch, Theodore O., Ret. 1981
Yeager, James C., Ret. 1985
Zeller, Shirley ., Ret. 1985

Unocal

Abel, Clell D., Ret. 1981
Ancira, Charles ., Ret. 1992
Anderson, Harry L., Ret. 1986
Angelo, Dolores E., Ret. 1995
Bentley, Billy H., Ret. 1992
Bergemann, Charles H., Ret. 1985
Berger, Harold J., Ret. 1985
Bickel, Robert G., Ret. 1986
Bigland, Bruce R., Ret. 1986
Bluth, Edmund W., Ret. 1995
Boen, Mervin H., Ret. 1975
Bohac, James E., Ret. 1986
Bradshaw, Leslie R., Ret. 1985
Burtchaell, Gary E., Ret. 1980
Caraway, Alma J., Ret. 1986
Clark, John E., Ret. 1984
Clearwater, Harry D., Ret. 1977
David, J Berniew., Ret. 1979
Davis, Daisy M., Ret. 1986
Davis, Walter J., Ret. 1993
Decuir, Leopauld H., Ret. 1985
Dimmick, Charles T., Ret. 1983
Dooley, Carl A., Ret. 1986
Elliott, Mervin L., Ret. 1983
Evert, Don E., Ret. 1984
Faruzzi, Richard F., Ret. 1987
Finnigan, Frederick T., Ret. 1982
Fitzgerald, Arthur J., Ret. 1996
Gilliland, John R., Ret. 1980
Grant, Elease G., Ret. 1984
Greene, Roy ., Ret. 1986
Harmon, Jimmie O., Ret. 1983
Harris, Joe D., Ret. 1988
Heltzel, Imogene M., Ret. 1986
Hernandez, Richard ., Ret. 1998
Higginbotham, Charles L., Ret. 1986
Holliday, George B., Ret. 1982
Holmes, William H., Ret. 1986
Hopkins, John M., Ret. 1985
Jerge, Raymond J., Ret. 1990
Johnson, June R., Ret. 1983
King, Charles W., Ret. 1992
Kitchell, Jr., Chester C., Ret. 1992
Kitzmilller, Billie C., Ret. 1983
Koch, Norman D., Ret. 1986
Ladd, Jr., Ralph G., Ret. 1988
Lester, Glen H., Ret. 1966
Lukomski, Edward P., Ret. 1979

MacGregor, Donald ., Ret. 1992
Mack, Sr., William M., Ret. 1990
Mangels, Sherrill S., Ret. 1990
McCarty, Mary E., Ret. 1986
McKeague, David J., Ret. 1990
McLennan, Jon G., Ret. 1985
McLennan, Roderick D., Ret. 1989
Meadows, Jr., Edward W., Ret. 1985
Meister, Gerald E., Ret. 1981
Mertz, Ronald J., Ret. 2000
Munch, Walter A., Ret. 1985
Nicholas, Francis J., Ret. 1966
Nighorn, Richard L., Ret. 1965
Nixon, James O., Ret. 1984
Norris, Robert W., Ret. 1992
Pearson, John C., Ret. 1990
Peck, John M., Ret. 1995
Phillips, Norman J., Ret. 1996
Ralph, James D., Ret. 1977
Ramstad, Veronica M., Ret. 1985
Reese, Margaret A., Ret. 1982
Riley, Billy A., Ret. 1988
Rodrigues, Lorraine B., Ret. 1984
Roundtree, Robbie ., Ret. 1992
Rowe, William A., Ret. 1966
Rubidoux, Wesley ., Ret. 1995
Sanchez, Barbara S., Ret. 1992
Schooling, Paul R., Ret. 1981
Seltmann, Caroline M., Ret. 1960
Stephenson, Stanly P., Ret. 1967
Terry, Samuel C., Ret. 1986
Tipton, Cecil C., Ret. 1979
Toffoli, Peter V., Ret. 1985
Velasquez, Andrew ., Ret. 1992
Wilkins, William R., Ret. 1986