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**First Quarter 2022**

## President's Letter

Hi, I'm Brad McCullough, your new CRA President. Thank you for your support and camaraderie. I hope that I will live up to your expectations in keeping CRA a thriving organization, strongly linked to Chevron, with tremendous leadership throughout the organization. This organization is all about keeping connections amongst all our retirees and with Chevron. I intend to carry forth and grow CRA on that principle.



*Brad McCullough  
President CRA*

I retired in January 2016 after 36 years with Chevron. I truly enjoyed my time with Chevron, both with the people and the assignments. I graduated from Cal State Hayward in 1979 with a double major in Math (Computer Science Option) and Business Administration (Accounting and Management of Information Systems Options). I was very interested in merging the computer and finance aspects of my studies and I spent almost my whole career doing that. The first half of my career was in Finance as someone that also knew computers, and the second half of my career was in IT as someone that also knew Finance. My home base was always in the SF Bay Area, but I travelled around the US and the world meeting fantastic people wherever I went.

I started on the Accounting Development Program and within a few months was called to Jury Duty on a six-month case. They did allow us to go back to work every Friday. It was an interesting way to start my career! I spent my first 8 years mostly in the Corp Systems group in Corp Finance. I then went to Chevron Chemical for ten years in a variety of pure Finance and Finance/Systems roles. In 1997 I joined the Corp Finance team implementing and maintaining SAP. Several years later this team moved from Finance to ITC and about that time I moved to Downstream IT. I had several different roles including PMO Manager on Project Olympic and R00#1. After Downstream IT, I moved into ITC where I ended my career. Several times over the years I had assignments relating to HR and so go to work with many of you HR professionals as well.

For the last three years, before retirement, I was leading the San Ramon Chapter of the Boomers Employee Network. That gave me insight into what the CRA did and a desire to strengthen the bond between current employees and retirees. After retiring, I immediately became involved in CRA and desire to remain active.

In my term as CRA President I plan to focus on 4 areas (while keeping up the great ongoing work that the CRA accomplishes):

- attract more retirees (including making bonds with all Employee Networks)
- continue to find opportunities for employees and retirees to get together
- promote local volunteering among retirees
- provide all our retirees with things to help them enjoy their retirement

These last two years have created challenges with our retiree population and the CRA had to adapt. We will be losing some chapters because we are not able to get new leaders to step up to run them. Hopefully we can get Chapters back in some of those areas or their members to join other chapters, such as Global Affiliates. Some chapters are back to in-person events, but some areas are not yet. Zoom virtual meetings, for many of us, have become a way of life, but others, not so much. Our members range in age from over one hundred to under fifty. How do we meet the needs of this diverse group? We do what we can and keep making the communications with folks however we can. I welcome all your thoughts and ideas.

We continue to have chapters with speakers presenting through Zoom. It's a good way for our retirees to see Chevron Executives or outside speakers they might not otherwise get a chance to hear. Please announce these Zoom sessions to your membership so they can participate..

We are gearing up for the Mid-Year Meeting in February, followed by the 2022 Annual Meeting outside of Seattle, Washington in April. Anyone is welcome to attend the CRA Annual Meeting. So even if you're not a CRA director feel free to come by and see your CRA in action.

Thanks,

***Brad***

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Association President  
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## Chevron News Briefs

### **Chevron Commits \$250,000 to Support Relief Efforts Following Colorado Wildfires**

DENVER--Jan. 5, 2022-- Chevron Corporation announced today it is making a commitment of \$250,000 to support relief efforts underway in the communities affected by the Boulder County wildfires.

For the full news reports visit Chevron- <https://chevroncorp.gcs-web.com/news-releases/>

### **Chevron Announces Quarterly Earnings Conf. Call for 4th Qtr 2021**

Chevron Corporation will hold its quarterly earnings conference call on Friday, January 28, 2022, at 11:00 a.m. ET (8:00 a.m. PT).

Conference Call Information:

Date: Friday, January 28, 2022

Time: 11:00 a.m. ET / 8:00 a.m. PT

Dial-in # (Listen-only mode): 888-609-5704

Conference ID #: 5209887

Speakers:

Mike Wirth – Chairman and CEO, Pierre Breber – VP and CFO, Roderick Green GM, Inv. Rel.

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# CRA News Briefs

## **Graduates Luncheon - CEO Wirth foresees higher returns and lower carbon**

Speaking remotely to our Bay Area retirees at the 57<sup>th</sup> annual holiday Graduates Event, Chevron Chairman and CEO Mike Wirth shared his perspective on how the company will achieve higher returns while transitioning to a lower carbon future. *This is the takeaway retirees who attended had of Wirth's positive presentation of Chevron's position and direction.*

Wirth stressed that reliable energy will continue to be essential to enable human progress. At the same time, the energy industry must maintain its commitment to protect the environment, ensuring that everyone has access to clean air, water, and land. Doing so will require companies to lower the carbon intensity of their operations – a goal that can be achieved through innovation and partnership and through the company's support for a price on carbon, applied as widely and broadly as possible.

### **Achieving higher returns**

Wirth said that Chevron has a “winning combination” to achieve higher returns, based on an advantaged portfolio, unmatched financial strength, capital discipline and superior distributions to shareholders. By building on these attributes, the company is positioned to meet its financial expectations of a 10 percent return on capital and 10 percent compounded annual growth rate through 2025.

### **Advancing our lower carbon future**

Wirth stated that Chevron is already making strides to transition to a lower carbon future. In 2020, the company achieved first-quartile performance for both oil and gas in reducing its Upstream carbon intensity. And Chevron is targeting harder-to-abate sectors by building on its capabilities and assets and by supporting its customers' efforts to reduce their greenhouse gas (GHG) emissions.

Wirth said that by 2030, Chevron is committed to grow a lower carbon business based on the company's targets for carbon capture and offsets (mechanisms that incorporate the cost of climate change into decision making) and by creating fuels of the future, such as hydrogen, renewable natural gas and renewable diesel. These advances will help lead toward the company's aspiration of net zero by 2050, consistent with the Paris Agreement's goal of holding the increase in the global average temperature to well below 2° C above pre-industrial levels and pursuing efforts to limit the temperature increase to 1.5° C above pre-industrial levels.

To achieve its lower carbon goals, Chevron has created a dedicated New Energies Team to oversee the growth of its hydrogen and other future fuels businesses. The company is also integrating its renewable fuels development into the Downstream business, focusing special GHG reduction efforts on U.S. and select Asia markets, and continuing to invest in lower carbon venture investments and renewable power purchase agreements.

Wirth concluded that Chevron has the financial discipline, assets, and strategies for achieving a lower carbon future that provide the company with a competitive advantage.

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The logo for the Chevron Advocacy Network, featuring the word "Chevron" in blue, "Advocacy" in orange, and "Network" in blue. The text is overlaid on a background image of three people in a meeting.

## Chevron Advocacy Network

As we begin a new year, we would like to take the time to reflect on our accomplishments throughout 2021 for both Chevron and the Chevron Advocacy Network (CAN). Building off 2020's success, 2021 was an active year – and our most successful year at that! Grassroots advocacy is stronger than ever before, and CAN is helping lead the charge as the world looks to us – America's energy producers – for solutions that improve the world's access to affordable, reliable, ever-cleaner energy.

Here is a recap of the activities CAN is most proud of in 2021:

### **Advocated for fair, equitable tax treatment**

Through the most successful campaign in the history of CAN, we made our voices heard as policymakers on Capitol Hill weighed various tax policies, educating them on problematic energy tax provisions during the budget reconciliation process. The campaign empowered more than 700 individuals to act and together we sent more than 2,200 letters to elected officials in opposition to policies targeting the oil and gas industry. CAN worked closely with industry allies to create a united voice, and we couldn't be prouder of the outcome. We want to thank everyone who contributed to the success of this campaign and the positive impact it had on our industry. We expect more punitive actions in 2022 against our industry and hope we can count on you to continue being an effective advocate for our mutual success.

### **Revamped advocacy training program**

2021 was a year of embracing new technologies for our training program. We were excited to bring back our advocacy training course using a new digital format, which enabled us to create a more efficient program while maintaining the same level of engagement and participation as in-person trainings.

The trainings delivered educational updates on key industry issues faced by our company's individual business units. Attendees also heard from Chevron's Energy Transition team, who shared insights on our company's approach to supporting a lower carbon future. Local technical experts also shared how they're implementing this approach in the field.

2022 will be filled with opportunities for more digital advocacy training sessions, so please stay tuned for upcoming training announcements. We will be sending an email early this year, asking you to sign up!

### **Partnered with Chevron's employee networks**

Another 2021 goal was to strengthen our relationship with Chevron's various employee networks, particularly the Somos network. As a result of the partnership, we introduced Chevron's Venezuela employees to CAN. As Somos translates to "we are" in Spanish, we prioritized exclusive advocacy training sessions for both U.S. and internationally based Somos members. Somos network members

accounted for more than half of CAN's total membership growth in 2021, and we're looking forward to strengthening our partnerships with more of Chevron's employee networks in the near future.

### **Strengthened alignment with industry partners**

We made a pointed effort in 2021 to work collaboratively with industry partners, such as the American Petroleum Institute and other trade associations, to ensure alignment on key advocacy issues and tell the story of our industry. By trading research, content, and news items, and by amplifying and responding to shared issues in a timely manner, we were able to better communicate and reach a broader audience.

CAN also partnered with various internal business units across the U.S. to further educate employees on how Chevron is and will continue to be a major player in developing the energy needed to power the world forward.

### **Texas Energy Day**

In early 2021, Chevron helped sponsor the third biennial Texas Energy Day at the state capitol. More than 300 Chevron employees registered – marking the highest participation ever in our history with the program. We also had more registrants than any other company or affiliation involved!

More than 1,000 attendees from 50 different companies and industry associations convened virtually to hear from state leaders and energy experts while engaging lawmakers to share stories about the importance of oil and natural gas to their families and communities, and to Texas. Additionally, many of the industry's latest innovations were on display at the Virtual Energy Avenue, which featured a video of Chevron's advances in Permian technology.

### **Outlook for 2022**

As we begin 2022, we are excited to launch two additional CAN chapters across the U.S. Stay tuned in for more information!

Heading into another year of midterm elections, we will be sharing 2022 election information, voter advocacy data, and get-out-the-vote communications to encourage civic engagement among employees and their families.

We will also remain up-to-date on the latest policy issues coming out of Washington, D.C., and continue our work with internal and external partners to respond in a timely and appropriate manner while maintaining alignment with industry allies.

### **Closing thoughts**

As you can see, CAN had a very busy and successful 2021, and we're confident in our ability to continue to grow and provide our employees with the proper tools to be engaged CAN members.

As we begin the process of navigating our way through a post-pandemic world, we want to acknowledge that many uncertainties remain. But what we do know is that our ongoing commitment to supply important resources with a lower carbon footprint – energy that supports growing economies, advances living standards and creates a better future for all -- will continue to guide all of our efforts.

Human progress depends on energy. Chevron is proud to provide the affordable, reliable and ever-cleaner energy that helps create a more sustainable world.

We will continue to advocate for our company and our industry throughout 2022 and beyond, and hope you will join us in our efforts.

On behalf of the Chevron Advocacy Network, thank you for taking a moment to read this message and support the movement. Wishing you and your family a happy and prosperous new year.

[Questions? Email CAN >](#)

Sincerely,  
The Chevron Advocacy Network

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## Public Service Awards 2021

### Mike Lubcyik's humanitarian commitment

Chevron retiree Mike Lubcyik is best known at the Bay Area Rescue Mission (BARM) for his tireless efforts on behalf of the organization's large base of needy residents and other community members. His hands-on support includes serving meals, distributing presents to needy children at Christmas, even helping with repairs on the shelter. Fewer clients may know that Mike is also chairman of the BARM Board and driving force behind the mission's successful fund drives.

Mike became a BARM volunteer in 2000, while working at Chevron's Richmond Technology Center as manager of the Downstream materials engineering team for Energy Technology Company (ETC, now Chevron Technology Company). He had learned about the mission from his father-in-law and other Chevron employees who volunteered there, and he quickly felt a humanitarian commitment to the organization.



*Mike Lubcyik receives award from Mike Wirth*

“It fit my faith to be able to help feed and clothe people in need,” Mike says. “I liked being able to contribute, even though those kitchen assignments were hard work. There were lots of chopping of carrots and onions and peeling frozen stuff. But getting the food to our clients was very satisfying.”

He continues, “Giving back to people has always felt right to me. I recall about 10 years ago, when Chevron was having a Christmas party, we had a per-person budget of \$50 to feed and entertain everyone. I convinced the other employees that we should donate the bulk of the money to the mission and just keep enough for us to buy pizzas for ourselves. And that's what we did.”

Mike adds, “We used the money to buy toys for the kids, which we then wrapped up and brought over to the mission.”

During his Chevron years, Mike also volunteered at the Stride Center in the Bay Area and had been a member of its Board for more than five years. However, Mike explains, “I was burned out on that experience, and I told people the only Board I’d be interested in joining was the mission’s.”

By coincidence, BARM had a free place on its seven-member Board and in 2016, Mike was appointed to the position, while occasionally still helping in the kitchen. As a Board member, Mike was responsible for leadership decisions involving the budget, personnel, and strategic plans. Much of his focus was on attracting and maintaining donors, including Chevron’s annual food drive and annual donation.

Mike’s organizational skills, honed over his Chevron career, were among the assets he brought to the mission’s Board. “At the time I joined the Board, they didn’t have a five-year business plan,” Mike says. “I took a template from Chevron and adapted it to the mission’s financial circumstances. The plan I created is still being used today.”

While still working for Chevron, Mike was elected BARM’s chairman of the Board in 2019. As chairman, Mike led a year-long search to replace BARM’s retiring CEO.

After he retired from Chevron in October 2020 as unit manager at ETC, he was able to devote additional time to the challenges the mission was facing from the incursion of COVID-19. The pandemic forced BARM to significantly adjust its operation with facility modifications, PPE for the staff, testing and cleaning protocols, and major changes to food handling. Concurrently, the loss of jobs in the Bay Area resulted in more requests for meals. BARM responded, more than doubling the number of meals served per day. Over a million free meals were handed out in 2020 and that need continued to grow in 2021.

Fortunately, donors’ contributions grew to meet the spiraling need. During Mike’s first two years as chairman, donations have increased by more than a million dollars.

Mike is especially proud of Chevron’s continuing support for the mission. Over the years, the company has been the primary sponsor of the BARM annual golf tournament fundraiser; co-sponsor of the back-to-school event for children in Richmond, providing more than 1,000 backpacks full of school supplies.; and co-sponsor of the Back-to-School carnival, attended by hundreds and supported by dozens of Chevron volunteers. While the pandemic has put some of these projects on hold, Chevron’s support has been unwavering.

As chairman of the mission, Mike has been a tireless fund raiser and advocate for the mission. He is proudest of BARM’s completion of a \$5 million construction project that will house 114 women and children.

“Before the pandemic, we had to turn away thousands of women and children needing shelter,” says Mike. “Now we can provide a facility that’s clean and safe. The demands continue to be great, but I’m proud that we’re doing our part.”

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## Debbie Jones' knack for numbers

Chevron retiree Debbie Jones has always known the value of her expertise and dedication. A graduate of Cal State Hayward with a degree in accounting, she brings financial acumen to her volunteer work as treasurer at Tracy Interfaith Ministries in Tracy, California.

Debbie was fresh out of college when she took a job with Chevron in 1979 in the company's Work-in Progress Accounting group, which focused on assessing the expected cost of well completions in the western division of Chevron's upstream business. "But for the first three days, I did nothing but filing," Debbie recalls. "Fortunately, I've always been pretty brave – and so I went into the manager's office and said, 'This isn't what I got my degree for.' Luckily, he saw my point and pretty soon I was working on accounting issues rather than filing."



*Debbie Jones receives award from Mike Wirth*

In 2016, Debbie retired from Chevron as manager for State Compliance and Audit in the Tax department. She quickly became involved in volunteering at the local senior center. But a chance incident brought her to Tracy Interfaith Ministries.

"One day I was shopping at my local Safeway, and I found \$100 in the store's parking lot," Debbie recalls. "The local manager said nobody had claimed the money, so I should keep it. I felt guilty about that idea and instead I looked around for a local food bank to which I could contribute it. In addition, I contributed \$100 of my own money and Chevron matched my donation."

Debbie was impressed by her initial contact with Tracy Interfaith Ministries, which serves low-income residents living within the Tracy Unified School District and the neighboring Lammersville School District as well as needy people temporarily stranded in Tracy. Late in 2016, Debbie began volunteering at the organization, working in the pantry and warehouse, receiving food donations, stocking shelves and filling food orders for clients.

Her positive impression of the ministries has been reinforced by her experience as a volunteer. "We always provide some food even when we must refer some clients to another town for help," Debbie says. "No one leaves our premises hungry. Although we are a faith-based organization with support from 22 churches, we require nothing more than evidence of need from our clients. In addition to food and clothing, we provide many other essentials such as shampoo and toothpaste, and in some instances, we provide emergency bus tickets, plus referrals to other service organizations. Annually we serve about 36,000 clients, receive donations of about 500,000 pounds of food (not including the food we purchase), and receive donations of about 300,000 pounds of clothing."

Debbie felt rewarded by her volunteering assignments. But suddenly, in 2017, the organization found a need for her accounting skill.

"At that time, I was working in the warehouse when I learned that the organization's treasurer had unexpectedly died," Debbie recalls. "I heard the news from our Board chairperson who had an SUV filled with ice cream that had been donated to the mission. She asked me if I'd consider taking over the treasurer's job. I was already doing the taxes for the local senior center and an organization that ran an art show and I wondered whether I had the time for the ministries' job. But I said 'yes,' hoping to get that ice cream into a freezer before it melted."

Debbie continues, "I felt the job would involve a learning curve, though I knew I had the skills based on all my Chevron experience. And I've been doing the treasurer's assignment ever since, while for



the most part I continued my work in the warehouse and pantry. I've steadfastly done all their bookkeeping requirements, handled all their audits, worked with their CPAs and made sure all the tax filings were completed.”

She adds proudly, “Just recently, the director and I were able to obtain a sales tax exemption for items we purchase and hand out to our clients (things like toothpaste, toothbrushes, laundry soap, and dish soap).”

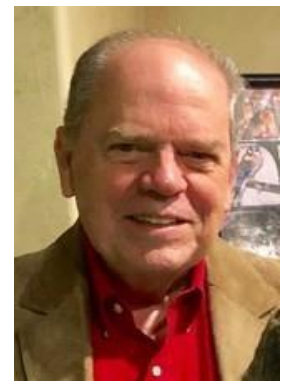
Debbie sums up her volunteer work by saying, “I am very happy that I am able to use the skills I learned at Chevron to contribute to this organization. It helps keep my mind sharp and I know how much Tracy Interfaith appreciates the work I do for them – they thank me all the time!”

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## Benefits Corner

### 1st Quarter 2022

By Bill Dodge, Chair, CRA Benefits Committee



#### Included in this article:

- 2022 COLA / Social Security and Medicare Part B Premiums
- 2021 Open Enrollment Feedback / Review
- Updated Information on COVID-19 provided by CDC

### 2022 COLA / Social Security and Medicare Part B Premiums



The Social Security Administration (SSA) announced on October 13, 2021, that its annual cost-of-living adjustment (COLA) will be 5.9 percent, a boost to average retirement benefits of about \$92 per month for individuals, starting in January. The 2022 COLA is the largest increase to Social Security benefits since the 7.4 percent hike that went into effect in January 1983. Until this year, COLAs have been modest, averaging a 1.65 percent increase annually over the past decade, with no gain at all to benefits in 2016. The increase that went into effect in January 2021 was 1.3 percent.

“Today’s announcement of a 5.9 percent COLA increase, the largest increase in four decades, is crucial for Social Security beneficiaries and their families as they try to keep up with rising costs,” says AARP Chief Executive Officer Jo Ann Jenkins. “The guaranteed benefits provided by Social Security and the COLA increase are more crucial than ever as millions of Americans continue to face the health and economic impacts of the pandemic. Social Security is the largest source of retirement income for most Americans and provides nearly all income (90 percent or more) for one in four seniors.”

Most Social Security recipients will see their COLA reduced by an increase in the cost of Medicare. Medicare Part B premiums, which cover physician visits and outpatient medical services, are typically deducted directly from Social Security benefit payments.

The standard monthly premium for Medicare Part B recipients in 2022 is \$170.10, an increase of \$21.60 from 2021. The standard rate applies to beneficiaries with incomes of \$91,000 or less for an individual and \$182,000 or less for a married couple that files taxes jointly; those who earn more pay higher premiums.

Source: <https://www.aarp.org/retirement/social-security/info-2021/cola-set-for-2022.html>

## 2021 Open Enrollment feedback / review

The recent 2021 Open Enrollment period (OEP) from October 15 to December 7, 2021, for post-65 participants has been completed. During that period, many recipients provided OEP feedback that they were experiencing delays in scheduling their appointments and lengthy wait times on phone calls placed with Via Benefits. The feedback was shared with Chevron Benefits, which in turn held discussions with Via Benefits to understand what efforts were being made to address these issues. Via Benefits’ response to these concerns are summed up in the following comments:

### Call Me Back feature

- We are calibrating the usage of the Call Me Back feature and appointment availability. While we intended to utilize Call Me Back when wait times were longer than five minutes, we will begin adjusting use of this feature based on our capacity to call members back in a reasonable timeframe.

### Appointment availability

- Supporting participants is our highest priority, and we have all handson deck to manage incoming call volume and scheduled appointments. We are continually monitoring call volume to maximize our capacity to support members. Appointment availability is subject to change based on our capacity to manage these requests.

### Benefit advisor shortage

- Via Benefits was not spared from the workforce outage that is currently hitting many businesses. We are doing everything possible to hire and retain additional benefits advisors. Via Benefits is also letting participants know of their options when they call, such as the following:
  - Medicare OEP runs through December 7, 2021.
  - Retirees can go to the web and use online tools to answer questions.

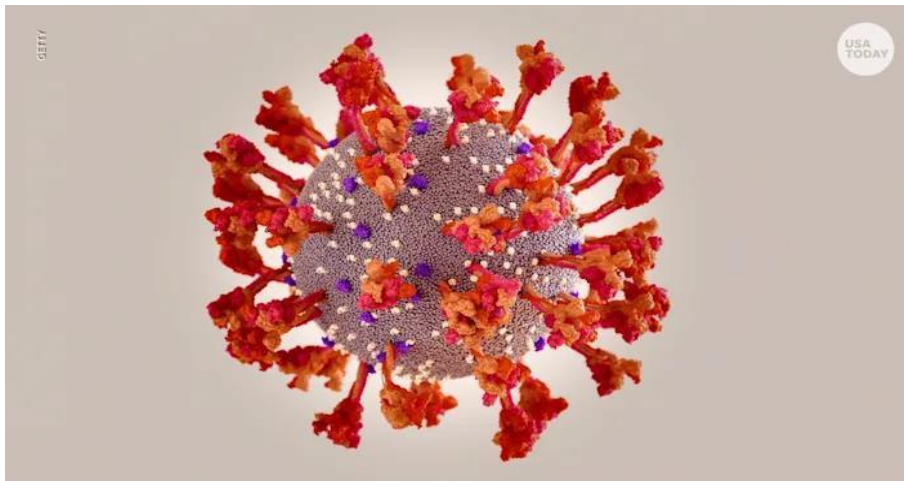
- For those not comfortable with the web, they can call and get assistance from our reps trained to help retirees log in to their account and navigate the site to see their coverage checkup results.

Now that the 2021 Open Enrollment period has ended, Chevron Benefits will be conducting its annual post open enrollment review and assessment. The findings of this review and assessment will be shared with participants in a future quarterly Benefits Corner article once such information becomes available.

### **[Latest Updated Information on COVID-19 provided by the CDC](#)**

The latest updated information on COVID-19, including the Omicron variant, is available on the following Centers for Disease Control and Prevention (CDC) website:

<https://www.cdc.gov/coronavirus/2019-ncov/>



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## Encore In Memoriam: July-September 2021

*As reported by Chevron during this period*

### Amoseas

(No deaths reported)

### Caltex

Baglin, Ian C., Ret. 1998  
Grace, Alice T., Ret. 1982  
McClellan, Rudolph M., Ret. 1992  
Rapp, Richard Joseph., Ret. 1996  
Weide, Arthur William., Ret. 1995

### Chevron

Abercrombie, Hinemon L., Ret. 1993  
Abou-Fadel, Pamela L., Ret. 2018  
Adams, E L., Ret. 1997  
Adamson, R C., Ret. 1990  
Alford, Joseph C., Ret. 1999  
Allen, John D., Ret. 2008  
Anda, William H., Ret. 1998  
Anderson, Joseph R., Ret. 2017  
Barbero, Gregorio B., Ret. 1998  
Beach, David L., Ret. 1996  
Beckett, Arnold E., Ret. 1992  
Benjamin, Sandra S., Ret. 2002  
Bennett, Michael W., Ret. 1992  
Bertrand, Paul ., Ret. 1990  
Beyal, Paul A., Ret. 1994  
Biebinger, Vernon L., Ret. 1994  
Biggs, O L., Ret. 1997  
Birgen, Virgil L., Ret. 1984  
Bizzell, Herbert L., Ret. 1991  
Blanchard, Norman D., Ret. 1999  
Blankenship, Robert E., Ret. 1992  
Block, Carnie R., Ret. 1998  
Bouzigard, Russell A., Ret. 1995  
Bradley, Leo S., Ret. 1999  
Brasher, Johnny H., Ret. 1990  
Breval, Yvan ., Ret. 1991  
Broom, Roy C., Ret. 1993  
Brower, Merry C., Ret. 1999  
Brown, Frances D., Ret. 1998  
Bruneau, D L., Ret. 1992  
Bruzzzone, Frank H., Ret. 1986  
Cacciatore, Joe B., Ret. 1994  
Cardona, David G., Ret. 1992  
Carnahan, Donald D., Ret. 1998  
Carrizales, Domingo ., Ret. 1999  
Carson, J K., Ret. 1992  
Casillas, J R., Ret. 2017  
Castle, Richard J., Ret. 1999  
Castro, Roman ., Ret. 2018  
Cherniak, Isabel R., Ret. 1991  
Colburn, Carl H., Ret. 1985  
Coldsnow, Helen L., Ret. 1986  
Cole, Richard A., Ret. 1990  
Colligan, Herman J., Ret. 2002  
Cooley, David E., Ret. 2007  
Cooley, Robert E., Ret. 2000  
Couch, Larry G., Ret. 1994  
Crabtree, Carl I., Ret. 1984  
Crain, William E., Ret. 1994  
Creek, Jefferson L., Ret. 2015  
Csabai, Tibor L., Ret. 1992  
Daniel, David Norman., Ret. 1990  
Davila, Jason D., Ret. 2020  
Davis, Billy K., Ret. 1998  
Davis, Jack S., Ret. 2002  
Davis, Jim C., Ret. 1992  
De Nicolo, Donato P., Ret. 2004  
Dedman, Henry L., Ret. 1994  
Dennis, Edward L., Ret. 2020  
Doerrer, William J., Ret. 2019  
Doty, Wilbur D., Ret. 2006  
Downs, Harold R., Ret. 1992  
Dudley, Gary M., Ret. 1995  
Dyches, Boncil H., Ret. 1986  
Eaves, Oscar F., Ret. 1992  
Edwards, Wendell L., Ret. 1993  
Erwin, James D., Ret. 1991  
Everett, Phyllis D., Ret. 2003  
Forbes, Joyce E., Ret. 1997  
Force, Robert L., Ret. 2019  
Fox, D S., Ret. 1992  
Franke, Carl G., Ret. 1996  
Friedrich, W E., Ret. 1992  
Galiano, Ernie J., Ret. 1997  
Garza, Elizabeth V., Ret. 1986  
Gaspard, Patterson J., Ret. 2016  
Gautier, M Doug., Ret. 1995  
Gent, Julie E., Ret. 1999  
Gibson, Cecil E., Ret. 2000  
Gomez, Henry G., Ret. 1986  
Goodrich, Judson E., Ret. 1985  
Green, Norman M., Ret. 1979  
Greenway, Charles J., Ret. 2005  
Grossberg, Arnold L., Ret. 1985  
Guidry, Gene P., Ret. 2000  
Gulledge, Betty P., Ret. 1988  
Habib, Edgar H., Ret. 2016  
Hand, Homer W., Ret. 1995  
Hardin, R L., Ret. 1990  
Harding, Grant I., Ret. 1994  
Harrell, Richard C., Ret. 1993  
Harris, Melton ., Ret. 2000  
Harvey, Sally L., Ret. 2010  
Havey, J E., Ret. 1989  
Heimbuch, Agnes M., Ret. 2002  
Henderson, Robert A., Ret. 1986  
Herkenhoff, Earl F., Ret. 2014  
Higa, T ., Ret. 1987  
Hildebran, Gerald E., Ret. 1976  
Hill, Donald R., Ret. 1995  
Holmes, Richard F., Ret. 1981  
Hood, Donald L., Ret. 1999  
Houston, Robert J., Ret. 1981  
Huff, Eddie L., Ret. 1989  
Hughes, John P., Ret. 2015  
Hull, George R., Ret. 2001  
Hull, Paul W., Ret. 1988  
Janes, Melvin D., Ret. 1999  
Jenkins, Jerry L., Ret. 1993  
Jenkins, Walter L., Ret. 2000  
Jensen, Jo Nell., Ret. 2014  
Johnson, Brian K., Ret. 2021  
Johnson, Jeffrey R., Ret. 2014  
Johnson, Joseph D., Ret. 1997  
Jones, Robert E., Ret. 1986  
Kamberg, David J., Ret. 2009  
Kanarick, R R., Ret. 1986  
Kelley, Jerry D., Ret. 2000  
Kemper, G E., Ret. 1987  
Kennedy, David E., Ret. 1988  
Knowlton, Basil B., Ret. 1990

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Scott, Donald S., Ret. 1990  
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Seevers, James W., Ret. 1992

Shafer, Glenn A., Ret. 1994  
Shannon, Robert G., Ret. 1994  
Shaw, R M., Ret. 1980  
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Smith, Henry W., Ret. 2004  
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Tan, Jimmy H., Ret. 2017  
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Wainwright, Curtis O., Ret. 2016  
Walz, Charles M., Ret. 1986  
Warner, Glenn H., Ret. 2016  
Waterman, Douglas R., Ret. 1990  
Weeks, William A., Ret. 1992  
Weng, Janette M., Ret. 2006  
White, Albert C., Ret. 1976  
Wible, Paul S., Ret. 2005  
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Wilke, Richard P., Ret. 1992  
Williams, Curtis L., Ret. 1986  
Wisdom, D M., Ret. 2005  
Wright, J W., Ret. 1986  
Wulf, James P., Ret. 1990  
Young, Theron K., Ret. 1989

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Foraker, Jacob H., Ret. 1983  
Fowler, Roland W., Ret. 1984  
Gardner, Max C., Ret. 1981  
Johnson, Allen D., Ret. 1985  
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McCormick, George C., Ret. 1986  
Preheim, Kenneth L., Ret. 1983  
Rojas, Frances L., Ret. 1987  
Smith, Teddy D., Ret. 1985  
Steuerwald, Marvin E., Ret. 1979

### **Gulf**

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Burden, Roy J., Ret. 1982  
Collings, Billy J., Ret. 1985  
Craig, Wilford K., Ret. 1982  
Damarell, Robert., Ret. 1983  
Davis, Lewis C., Ret. 1983  
Desforges, Edgar C., Ret. 1983  
Dick, Edward R., Ret. 1985  
English, Horace L., Ret. 1983  
Gill, Alastair D., Ret. 1976  
Guidotti, Mario P., Ret. 1981  
Hale, Perry L., Ret. 1983  
Hamilton, Earl N., Ret. 1982  
Hebert, Clinton A., Ret. 1985  
Jones, Allen T., Ret. 1980  
Logue, Evelyn L., Ret. 1983  
Mann, Alfred N., Ret. 1983  
Mc Donnell, William P., Ret. 1983

Mc Intire, Robert H., Ret. 1986  
Melville, David L., Ret. 1986  
Moore, Earnest E., Ret. 1983  
Poche, Clyde A., Ret. 1985  
Sample, James R., Ret. 1982  
Schweizer, John L., Ret. 1986  
Tipton, Earl R., Ret. 1986  
Walther, Clinton P., Ret. 1985  
Williamson, T J., Ret. 1983  
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### **MolyCorp**

(No deaths reported)

### **Plexco**

(No deaths reported)

### **Tenneco**

(No deaths reported)

### **Texaco**

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Anderson, Martha J., Ret. 1993  
Artis, Frances L., Ret. 1998  
Bailey, Claude R., Ret. 1989  
Baker, Morris S., Ret. 1988  
Barriere, Portia., Ret. 1998  
Bertucci, Gerald W., Ret. 1988  
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