



Published by the Chevron Retirees Association

Web site: www.chevronretirees.org

First Quarter 2024

President's Letter



This is the **season of giving**. Chevron retirees are very active volunteers and donating money towards worthy causes. This can take many different forms, but my hope is that you find it in your hearts to give generously to good causes – whether that be your time, money, skills, or intellect. And for a little extra monetary gift, remember the \$3,000 matching that Chevron does through Chevron Humankind, up to \$1,000 of which can be a grant for donating your time. For me this season it has meant some monetary donations to a wide variety of non-profits such as Tunnels to Towers for Veterans, Glide Memorial for the needy in San Francisco, and the World Wildlife Fund for animals, and I have donated my time to activities such as handing out meal bags to temporarily housed families, sorting and bagging apples for a food bank, and building beds for families in need. Whatever you do for others, thank you! Your Chevron/Texaco/Gulf/Getty/Warren/Noble/etc. spirit really shines!

If you are receiving this Encore and are not currently a member of any CRA chapter, I ask that you **join a chapter**. Whether that be your local chapter or the Global Affiliates chapter, please join. This one issue alone is worth the approximately \$5-10 per year for your chapter membership, replacing one cup of coffee. Local chapters offer the chance to get together with others that also worked for the company (or other legacy companies) and are really nice people to get to know better. We use the number of paid members to reflect our standing as the advocate for retirees.

We have the **Fellowship Program** to encourage retirees to become more involved in CRA committees or leadership. The Fellowship Program brings retirees to the Annual Meeting to meet other attendees and see the internal workings of the CRA. All normal travel costs are paid for by the CRA and includes one guest as well. It is an excellent introduction to the CRA and well worth considering. In return, we ask that you sign up to be a CRA committee member or the incoming President of your Chapter. To apply or for more information, talk with your Chapter President.

We are working on the **CRA website** to make it more visually interesting, easier to navigate, and a better platform into the future. A key part of this is more pictures of our fellow retirees having fun!! Keep a watch out for the changes coming in the next few months.

We have some new data from the **Chevron Advocacy Network (CAN)** and you retirees are ROCK STARS!! We now have over 1500 retirees that are members of CAN about 1/3 of which joined in 2023. Retirees are also very active in the activations (sending notes to their elected representatives), well above the average percentage responding. By joining CAN you will be getting good information on our company and industry, and have the opportunity to send automated letters to your elected representatives (but with no requirement to do so).

Stay safe, healthy, and sane, and be of service to yourself and others.

Brad

Brad McCullough
President, Chevron Retirees Association
CRACoCoevents@gmail.com

Chevron Retiree Association News Briefs

Chapter lunches and events are back again across the country and Holiday lunches are being planned. Look for your local holiday lunch news in your chapter newsletter.

Continued CRA web site improvements for you – chevronretirees.org features more front-page news and benefits of interest to you. Photo albums of recent holiday events from chapters across the continent are also featured on the front page. We are limited to three albums on this page with the current site. A totally new redesign with a better visual focus will be released this year. News and links to CAN, the Chevron Advocacy Network also features on the front page, including the big increase in free retiree membership. Sign up [here](#).

The new website will have a search feature for contents. Right now, to find items that you need in the current website, just search “CRA and XXX” in Google or MS Edge web browser search, where XXX is the topic that you are looking for. It will find the CRA National website and bring you to the right spot. Try searching “CRA Benefits and Chevron Merchandise Store Availability” or “CRA Benefits and Chevron Retiree”

Retiree Spotlight – In each issue of Encore we turn the spotlight on two retirees from chapters across North America, who lead interesting and rewarding lives with unusual hobbies and interests in addition to their community service. We rely on local chapter presidents to keep us supplied with candidates. we feature interesting lives of two of our retirees. In this issue, both were CRA leaders, including Communications Chair for the National CRA,. The first, Dennis Dauphin, continues to keep his Vietnam Vets units together, and is deeply involved in community theater. The second, Ron Shirey led and is still involved in the Gulf Annuitants chapter in Pittsburgh, and loves radio-controlled model airplane flying among his many activities.

Recent Chevron News – December 2023

A few recent Chevron News highlights follow, a larger segment was recently published on Tidbits at this [link](#). You can find more articles on the Chevron news site [here](#).

Forbes and Newsweek rank Chevron a top workplace

Dec. 28, 2023 -- *Forbes* and *Newsweek* listed Chevron as one of 2023's best workplaces. It was among two oil and gas companies to receive recognition for LGBTQ+ workplace inclusion. Chevron was also singled out for its wider diversity efforts. The kudos came after the media outlets worked with research firms to evaluate factors like working conditions, diversity, compensation and development potential.

Chevron earns top marks on corporate equality index for 18th consecutive year

SAN RAMON, Calif., Dec. 14, 2023 – Chevron Corporation (NYSE: CVX) today announced the company received a score of 100 on the Human Rights Campaign Foundation’s 2023-2024 Corporate Equality Index (CEI) for the 18th consecutive year.

Chevron is among other major U.S. businesses that received a CEI rating of 100 points along with the new Equality 100 Award: Leaders in LGBTQ+ Workplace Inclusion, a distinction recognizing companies that meet or exceed elevated criteria focused on four central pillars:

- Non-discrimination policies across business entities
- Equitable benefits for LGBTQ+ workers and their families
- Supporting an inclusive culture
- Corporate social responsibility

“Chevron is extremely proud to be recognized by the Human Rights Campaign Corporate Equality Index for the 18th consecutive year,” said Joesetta Jones, Chevron’s chief diversity and inclusion officer. “We strive to create a workplace where all employees feel safe, heard and respected. While no place can be perfect, it is wonderful to

have our efforts validated. Chevron has worked to support its LGBTQ+ community long before it was an industry standard, and we will continue leading the way to a brighter, more inclusive future for all employees.”

Chevron announces \$16 billion 2024 capex budget

SAN RAMON - Dec, 6, 2023 — Chevron Corporation (NYSE: CVX) today announced an expected organic capital expenditure range of \$15.5 to \$16.5 billion for consolidated subsidiaries (capex) and an affiliate capital expenditure (affiliate capex) budget of approximately \$3 billion for 2024.

Upstream spending in 2024 is expected to be about \$14 billion. Of this planned expenditure, two-thirds is allocated to the United States, including approximately \$6.5 billion to develop Chevron’s U.S. shale and tight portfolio, of which around \$5 billion is planned for Permian Basin development. About 25 percent of U.S. upstream capex is planned for projects in the Gulf of Mexico, including the Anchor project, which is expected to achieve first oil in 2024.

Downstream capex is expected to be roughly \$1.5 billion, with 80 percent allocated to the United States. Corporate and other capex is projected to be about \$0.5 billion.

Included in the upstream and downstream budgets is approximately \$2 billion in lower carbon capex to lower the carbon intensity of traditional operations and grow new energy business lines. Chevron’s Geismar renewable diesel expansion project is expected to start-up in 2024.

Nearly half of affiliate capex is planned for Tengizchevroil’s FGP / WPMP project in Kazakhstan and about a third is planned for Chevron Phillips Chemical Company, including the Golden Triangle Polymer Project and Ras Laffan Petrochemical Project. WPMP field conversion is forecasted to begin start-up in the first half of 2024.

“We’re maintaining capital discipline in both traditional and new energies,” said Chevron Chairman and CEO Mike Wirth. “These investments are expected to underpin durable free cash flow growth to support our objective of returning more cash to shareholders.”

With the acquisition of PDC Energy, Chevron announced an annual capex guidance range of \$14 to \$16 billion through 2027. On October 23, 2023, Chevron announced that it had entered into an agreement to acquire Hess Corporation. This acquisition is expected to close in the first half of 2024, subject to Hess shareholder approval, regulatory approvals and other customary closing conditions. Following closing of the acquisition, Chevron’s annual capex budget is expected to be between \$19 and \$22 billion.

Chevron Retiree Spotlight

Dennis Dauphin: Preserving memories of Vietnam

After Chevron retiree Dennis Dauphin served in the Vietnam War, he was determined to “gather the memories so they wouldn’t be lost to history.” With this goal in mind, he created a website, themightyninth.org, that recaptures the fighting spirit of his fellow members of the U.S. Army’s 2nd Battalion, 9th Field Artillery.

Decades after he assembled the first reflections of unit members, he continues to add content under such headings as “War Stories,” “Tour of Duty & Memories” and “First Day/Night in Vietnam.” And he honors the dead in a section titled “Our Deceased Brothers.”

“After I decided to create the website, my former artillery comrades trusted me with their memories and memorabilia,” says Dennis. “Their war stories reveal a personal side of the war that I didn’t see in any magazine or newspaper.”

Dennis served in Vietnam as a 1st lieutenant from 1966 to 1967 after graduating from ROTC (Reserve Officer



Training Corp) while at Loyola University and going through Officer Basic Training (OBC) at Fort Sill, Oklahoma. "At Fort Sill, they didn't allow for any failure," Dennis recalls. "We had hours and hours of intense training. Still, I had no idea Vietnam was on my radar. But I'd been given artillery training, and that skill was in great demand in Vietnam."

His memories of the war center mainly on the strong bonds he shared with his fellow GIs. He is especially proud of the role played by the artillery in helping to provide cover for the infantry as it engaged in "search and destroy missions." Yet he continues to feel that the U.S. was engaging in "a limited war" rather than pushing for victory. That disappointment was reinforced when he returned home to the U.S., where he found civilians seemingly indifferent to the war effort. "They didn't understand what it had been like to fight in the jungle and risk our lives."

He decided against being a career officer, but instead rose through the U.S. Army Reserves to become a Lieutenant Colonel, instructing Enlisted and Officer personnel at the USAR School in New Orleans in a range of operational skills. He expanded his lecturing capabilities after acquiring an additional branch qualification in AMEDDS (the Army's medical branch). He served his Summer Camps lecturing at the medical academy at Fort Sam Houston where he taught the Army's physicians and nurses how their skills would be employed in a combat zone. "I also lectured on nuclear, biological and chemical warfare and the kind of shells the military used in battle – a whole range of subjects that made me a popular lecturer at Fort Sill during my Summer Camps there."

Dennis managed this role while pursuing a career in Procurement at Gulf Oil and later at Chevron from 1967 to 1999. After his retirement, he served in various roles for CRA, including a stint as national president of the organization from 2013 to 2015. He is extremely proud of being chosen to serve as the national president as well as his long association with the CRA.

His other volunteer activities included the vice presidency of the Alhambra Society to support children with Down's Syndrome. "I visited the homes for many of these children and recognized how much they were suffering for lack of funds," Dennis says. "So I worked to raise money to help them live with more dignity."



Another of his volunteer efforts has been to play Santa each year for the Regional Homes, which serves mentally handicapped and emotionally challenged children, teens and adults.

He has also been deeply involved in several Community Theaters on the Gulf Coast, where he has served on the Gulfport Little Theatre Board of Directors, been the webmaster, and technical director in charge of sound and lights. With the Biloxi Little Theater, he has been responsible for the sets and scenery. And he has capped his backstage work with acting roles in more than 20 musicals, comedies, and dramas. "My involvement in community theater started when I accepted a transfer to Chevron's Pascagoula (Miss.) Refinery," says Dennis. "My son Danny got interested in the community theater and ended up appearing in eight plays. (He now has a "sideline job" as a professional actor in Chicago theaters). My daughter then said, 'I can do that too.' Pretty soon, I was serving as technical director and helping to raise money for the theater. Then, lo and behold, someone on the staff said, 'We want you to be on stage.' Fortunately, I'd been in the choir as a young boy. And before I started to perform, I worked with a vocal director and a pianist. That gave me the confidence to go in and do it."

He adds, while I was fully engaged in community theater as the tech director, Board member, set builder, actor-singer-dancer, etc., my loyal wife Jackie employed her excellent sewing talents to make many costumes for the children of families who couldn't afford them. We were also the producers of over 25 children's musicals. Over the years, Jackie's eyesight would not allow to sew anymore."

After his years on and back stage, Dennis retains committed to one volunteer activity above all: maintaining the site for his beloved artillery unit.

Ron Shirey: Finding a program for success

Ron Shirey describes his hiring by Gulf Research and Development Co. (GR&DC) as “the conduit for my professional career.” A high school graduate who had just been discharged from the U.S. Air Force, Ron joined an organization where he was surrounded by brilliant scientists “doing a five-to-ten-year look-ahead.” While in the service, he had tested well in mechanical and electrical areas, worked with radar on fighter aircraft, and gone to instructor school. These attributes and experiences served him well when he applied for a position at GR&DC.

After joining the organization as a pilot plant operator, he was transferred to its Data Center as a computer operator in 1964 – just as information technology was emerging as a viable field rather than as an intriguing curiosity. While in that position, Ron was assigned to the night shift, which freed up his days to pursue a degree in computer science from Penn State University. He subsequently took a leave of absence but worked at GR&DC during school breaks as a programmer on IBM’s Scientific Subroutines projects, before graduating in 1969. “I loved working there,” says Ron. “I became president of the employee club and made so many friends that people kidded me about having a personality that didn’t match the stereotype of the IT nerd.”

At Gulf, he also met his future wife, Fran. “I did something real romantic on one of our first dates, taking her to a Penn State football game packed with 92,000 fans.” She is also a Gulf heritage Chevron annuitant and has taken over his last role as president of the Gulf Research Center Annuitants Assn. Chapter (GRCAA).



Applying his technical skills

He continued to apply his technical skills at GR&DC and Gulf Oil, becoming database administrator in 1977 before being promoted to manager of the group. In 1985, after the company merged with Chevron, Ron joined Presbyterian University Hospital as manager of Computer Operating Systems before becoming database administrator at Duquesne Light Co. prior to his retirement in 2000. As computers became more central to daily life, Ron especially enjoyed “the opportunity to help people get needed information for their work through trial and error.” He continues, “I especially liked sharing my wide knowledge about how operating systems were connected.”

Maintaining his affiliation

After leaving GR&DC, he retained his ties to his long-time organization, participating in the Gulf Research Center Annuitants Assn. Chapter. That affiliation continues today, with his wife Fran writing and editing the chapter’s triannual newsletter and Ron helping to strengthen the link between that group and CRA. He served as the president of GRCAA for eight years before becoming CRA’s communications chair – a role that called for him to apply his computer skills as he maintained the organization’s informative website.

Taking to the air

During his years at Gulf, Ron also helped develop the company’s Flying Club, which gradually grew from 15 to 30 members. After earning his pilot’s license, Ron often enjoyed taking to the air on hops as extensive as 300 miles. He subsequently got his glider’s license and relished his time on solo journeys. In recent years, he has translated his love of aviation to remote-control aircraft flying. “As a youngster, I’d loved building models,” Ron says. “And remote-control flying is a good challenge for my hand/eye coordination. I’m proud to say I can still fly those model planes well.”

He has ample other interests, including golf, biking, volunteering at church, calling Bingo games, and traveling in their motorhome RV with his wife Fran. And for him, “the whipped cream is having our son and two grandchildren living right across the street. Having dinner with the granddaughters after school is a special treat. We have enjoyed rebuilding a large tree house for the grandchildren that was once used by our son and daughter.”



Benefits Corner

1st Quarter 2024

By Jim Bonwell, Chair, CRA Benefits Committee



Included in this article:

- 2024 Social Security Cost of Living Adjustment (COLA)
- Medicare Part B Premium to Increase in 2024
- AI's take on claiming Social Security benefits.
- AVIS Rental Car Discount

2024 COLA

Social Security and Supplemental Security Income (SSI) benefits for more than 71 million Americans will increase 3.2 percent in 2024.

The 3.2 percent cost-of-living adjustment (COLA) will begin with benefits payable to more than 66 million Social Security beneficiaries in January 2024. Increased payments to approximately 7.5 million SSI recipients will begin on December 29, 2023. (Note: some people receive both Social Security and SSI benefits)

Sources

- [Social Security Changes - COLA Fact Sheet \(ssa.gov\)](https://www.ssa.gov/policy/docs/fact-sheets/2024-cola-fact-sheet.pdf)

Medicare Part B Premium

Medicare's Part B standard monthly premium will increase to \$174.70 (for most) in 2024, a \$9.80 increase from this year, the Centers for Medicare & Medicaid Services (CMS) announced October 12th Medicare's annual open enrollment period began October 15th and continued through December 7th.

The premium increase comes on the heels of a decrease in 2023 in the Part B monthly charge. Medicare Part B covers doctor visits, diagnostic tests, and other outpatient services. The annual Part B deductible will also rise, to \$240 in 2024 from \$226 this year. CMS attributed the higher premiums and deductibles mainly to increases in health care spending.

Sources

- [Medicare Part B Premium to Increase in 2024 \(aarp.org\)](https://www.aarp.org/health/medicare/2024/01/01/medicare-part-b-premium-increase-2024/)
- [What does Medicare cost? | Medicare](https://www.medicare.gov/what-does-medicare-cost/)

An AI Article on taking Social Security Benefits

We hear so much about the dangers of AI and what it might mean for the future of certain jobs. I thought I'd give AI an opportunity to help me write this quarter's benefit newsletter. I posed the following question to Google's Bard AI, "Write me an article about the pros and cons of taking social security benefits early." This is what Bard AI came back with.

When contemplating retirement, one of the biggest decisions involves claiming Social Security benefits. While claiming early seems alluring for immediate financial relief, the long-term impact can be significant. Here is a deep dive into the pros and cons of claiming Social Security at 62 (the earliest age) versus waiting until full retirement age (FRA, which ranges from 66 to 67 for most) or even beyond.

Taking the Early Bird Discount:

Pros:

- *Immediate Income: Early benefits provide a guaranteed income stream, helpful for those with limited retirement savings or facing financial pressure.*
- *Freedom and Flexibility: Claiming early opens the door to earlier retirement, pursuing passions, or bridging the gap between careers.*
- *Spousal Benefits: Certain spouses may access higher survivor benefits if their partner claims early.*

Cons:

- *Reduced Payouts: Early claimants suffer a permanent 6.7% reduction for each year prior to FRA, amounting to a 25% cut at 62 compared to FRA. This reduction compounds over time, impacting lifetime income significantly.*

- *Earnings Limit: Early claimants face income limits until reaching FRA. Exceeding these limits results in temporary benefit reductions.*
- *Cost-of-Living Adjustments: Early claimants receive smaller yearly cost-of-living adjustments (COLAs), further eroding purchasing power over time.*

Playing the Waiting Game:

- Pros:*
- *Larger Payouts: Delaying benefits results in an 8% increase for each year past FRA, up to age 70. This can significantly boost lifetime income, especially for those with longer lifespans.*
 - *Future Flexibility: Waiting preserves options. Claiming at FRA allows switching to spousal benefits if advantageous, while waiting until 70 offers the highest possible payout.*
 - *No Earnings Limit: After reaching FRA, work income no longer affects benefits.*

- Cons:*
- *Delayed Income: This strategy requires alternative income sources for living expenses until claiming begins.*
 - *Market Risk: Delayed claiming exposes retirement savings to longer market fluctuations, potentially eroding their value.*
 - *Uncertain Future: Unforeseen health issues or shorter lifespans might negate the benefits of waiting.*

Ultimately, the best decision depends on your individual circumstances. Consider your:

- *Financial health: Retirement savings, alternative income sources, and expenses.*
- *Health and life expectancy: Family history, personal health, and anticipated lifespan.*
- *Retirement goals: Desired lifestyle, travel plans, and potential work continuation.*

Seek professional guidance from a financial advisor or Social Security Administration representative to analyze your specific situation and make an informed decision. Remember, claiming Social Security is a major financial decision – choose wisely!

This article provides a basic overview. Do further research and consult professionals before making any decisions.

Sources

- <https://bard.google.com>

AVIS Rental Car Discount

When it is time to book your 2024 vacation travel and need a rental car, don't forget to check out the AVIS discount on the ChevRec BenefitHub website. The AVIS discount can save you up to 25% off base rates and it is the same corporate discount used by Chevron employees. This is one of the best discounts available. I booked a car last summer using this discount while on a baseball trip with friends. We picked up the car in one location (Toledo) and dropped it off at another location (Cleveland). And anyone who has ever booked that type of reservation knows how expensive that can be. Using the discount, the cost dropped from \$400 to around \$150. No guarantee everyone will see that type of savings, but it's a great deal.

Download the completed Retiree AVIS Card and bring that with you. You can find it on the AVIS page. You may need to present it at the local AVIS counter. Also, when booking your reservation enter chevrec@chevron.com when prompted for company email. Both these items let AVIS know you are a verified Chevron retiree able to take advantage of the discount. You can still use your personal email address as contact information for the reservation.

Jim Bonwell

Benefits Chair

jbonwell@pacbell.net

Encore In Memoriam: July-September 2023

As reported by Chevron during this period

Amoseas

(No deaths reported)

Caltex

Cash, Warren P., Ret. 1988
Eustace-Leonard, Mary T., Ret. 1988
Niemann, Jeffrey K., Ret. 2010

Chevron

Aagaard, P M., Ret. 1990
Abrajano, Tomas A., Ret. 2005
Adkerson, Christina M., Ret. 2015
Agnew, Raymond L., Ret. 2006
Anderson, Robert G., Ret. 1986
Aslan, Fred A., Ret. 1992
Asuncion, Richard ., Ret. 1997
Austin, Altus E., Ret. 1996
Baade, George H., Ret. 1993
Baldwin, Orval F., Ret. 2006
Barbish, Alan B., Ret. 1986
Barrette, G W., Ret. 1973
Bartlett, Robert M., Ret. 1992
Becker, Lawrence A., Ret. 1995
Benavente, Santiago C., Ret. 2000
Bercik, Paul G., Ret. 1992
Bettas, Dominick J., Ret. 2010
Bounds, Bobbie D., Ret. 2000
Breland, Malcolm E., Ret. 1995
Brown, Alvin R., Ret. 1992
Brown, Barbara J., Ret. 1992
Brun, Kent A., Ret. 2014
Burchfield, Richard L., Ret. 1999
Carlton, Madlyn S., Ret. 1999
Chancellor, Arthur G., Ret. 1992
Chandler, Stephen L., Ret. 2004
Chapman, J Charlie M., Ret. 2000
Chernoff, C N., Ret. 1992
Collins, Marshall T., Ret. 1992
Colvin, Bobby A., Ret. 1986
Compestine, Modesto A., Ret. 1987
Cook, Darvel W., Ret. 1989
Courtney, Ronald E., Ret. 1999
Davis, Bobby J., Ret. 1997
Day, Noah T., Ret. 2010
Duckworth, Catherine A., Ret. 2016
Ducrow, Carl M., Ret. 1990
Dunagan, Anthony S., Ret. 2009
Dutton, Archie D., Ret. 1994
Economy, Georgeann ., Ret. 2013
Elkins, Connie J., Ret. 2002
Emanuel, Alvin ., Ret. 1993
Emerson, Eric D., Ret. 2020
Eubanks, Elton C., Ret. 1992
Finch, Claude E., Ret. 1996
Finley, Sammy J., Ret. 1994
Firpo, Jerome A., Ret. 1997
Fischer, J B., Ret. 1985
Flanagan, Bernard ., Ret. 2000
Fleming, Paul C., Ret. 1988
Fontenot, Rhea H., Ret. 2012
Franz, James C., Ret. 2004
Fraser, Douglas J., Ret. 1988
Friedmann, Francois ., Ret. 2002
Goff, Charles E., Ret. 2000
Gohrbandt, Margarete G., Ret. 2020

Graham, Robbie W., Ret. 1992
Grcina, Louis A., Ret. 1989
Green, R O., Ret. 1985
Griffin, Farris G., Ret. 1999
Griffith, Ronald W., Ret. 1993
Grossmann, Mary ., Ret. 2021
Guerra, John ., Ret. 1999
Hall, Harold D., Ret. 1986
Hall, Joel W., Ret. 2020
Haney, Tab J., Ret. 2018
Hansen, N H., Ret. 1992
Hanson, Lyle W., Ret. 1992
Hardin, R J., Ret. 1985
Hartling, Paul F., Ret. 1999
Haynes, Bonnie L., Ret. 1988
Henderson, Gerald E., Ret. 1995
Henson, William C., Ret. 1989
Hickman, Gordon L., Ret. 1992
Hollis, Lola B., Ret. 2004
Hord, Robert B., Ret. 1986
Hoyland, Sandra S., Ret. 2004
Hreha, Robert J., Ret. 1992
Hubbard, Timothy T., Ret. 1986
Hutchinson, Richard A., Ret. 1992
Jackson, Dale J., Ret. 1992
Johnson, Norma J., Ret. 2014
Johnson, Samuel E., Ret. 2004
Kalisek, Julius D., Ret. 2002
Kasley, Kathleen A., Ret. 2004
Kellar, Richard E., Ret. 1999
Ketchum, Robert E., Ret. 2017
Kseniak, L M., Ret. 1983
Lambert, Scott C., Ret. 2000
Langston, Curtis G., Ret. 1989
Lasseigne, D J., Ret. 1990
Laughlin, Raymond D., Ret. 2012
Law, Ronald W., Ret. 1996
Leblanc, Jerome R., Ret. 2002
Lecompte, Kenneth J., Ret. 2002
Lenz, Gordon N., Ret. 1992
Lifa, Jonathan F., Ret. 2011
Lister, Thomas S., Ret. 1990
Mahaffey, Teresa A., Ret. 2020
Mann, Walter D., Ret. 1986
Martin, Harold J., Ret. 1983
Matto, Donald W., Ret. 1997
McCallum, David L., Ret. 1992
McCarrel, Duane A., Ret. 2007
McCarty, Jessie J., Ret. 1992
McCormick, F A., Ret. 1988
McDaniel, James B., Ret. 1990
McDowell, Irvin L., Ret. 1996
McFarland, Eddie C., Ret. 1999
McGowin, Ted S., Ret. 1993
McGuire, Delbert J., Ret. 1988
McKinley, Melba J., Ret. 1986
Melinger, Beverly ., Ret. 1986
Mickesh, Michael C., Ret. 2004
Milanese, Martin E., Ret. 2014
Montgomery, John B., Ret. 2015
Moore, Robert ., Ret. 1986
Moraitis, Constantine ., Ret. 2007
Morgan, David M., Ret. 1996
Mullen, William E., Ret. 1991
Mumtaz, Syed S., Ret. 2011

Myers, Marilyn ., Ret. 2000
Myers, Noble C., Ret. 1987
Nelson, Larry L., Ret. 2001
Nguyen, Thanh T., Ret. 2015
Nichols, Emilie G., Ret. 1994
Orazio, John D., Ret. 2005
Ortega, Clara ., Ret. 2003
Ortega, F G., Ret. 1997
Ouren, David T., Ret. 1999
Padilla, Salomon ., Ret. 1998
Papa, Feitze ., Ret. 2000
Parish, Bertis W., Ret. 1997
Parrish, Robert E., Ret. 1998
Pena, Martin ., Ret. 2003
Powell, Beatrice I., Ret. 1986
Primeaux, John W., Ret. 1995
Pritchett, Kenneth J., Ret. 1993
Ragan, Kenneth M., Ret. 1987
Ramos, Libbie E., Ret. 1997
Ratliff, Clifford D., Ret. 1984
Read, Harold F., Ret. 1986
Rebischke, Marvin L., Ret. 1996
Reed, Jerry D., Ret. 1989
Rey, Refugio E., Ret. 2009
Riggs, Jane J., Ret. 1991
Roisman, David M., Ret. 2013
Rowland, Mary Lou., Ret. 2020
Rye, William D., Ret. 2009
Salcido, Jesus G., Ret. 2013
Sanchez, Joe A., Ret. 1990
Savoie, Marty A., Ret. 2020
Scheetz, Kenneth ., Ret. 1997
Seppala, Ivan M., Ret. 1986
Shamah, Eliahu ., Ret. 1996
Shelby, Evan K., Ret. 1990
Shinn, Peter G., Ret. 1993
Slentz, L W., Ret. 1985
Smith, George J., Ret. 1997
Smith, Howard S., Ret. 2002
Smith, Robert F., Ret. 1998
Spence, Richard K., Ret. 1999
Steffano, Marjorie D., Ret. 1986
Stelk, Richard O., Ret. 1985
Stripling, Larry D., Ret. 2016
Subia, Sean A., Ret. 2020
Sybrant, Jack E., Ret. 1997
Taber, Jerry E., Ret. 1992
Thomas, Dolores J., Ret. 2011
Thomas, Jaynell S., Ret. 2015
Tilton, Chris E., Ret. 2000
Tracey, Lillian L., Ret. 1986
Trahan, Daniel R., Ret. 2016
Trisler, Gerald M., Ret. 1985
Turpin, Donald R., Ret. 2000
Vandenberg, Richard O., Ret. 1988
Vanwoerkom, Marvin A., Ret. 1985
Vines, Ronald G., Ret. 1996
Wagner, John M., Ret. 1997
Wall, Giovanna ., Ret. 2002
Wargo, Paul R., Ret. 1992
Washington, Hamp ., Ret. 2000
Weber, Thomas W., Ret. 1992
Westmoreland, Rita S., Ret. 2014
Wheeler, Donnie L., Ret. 1992
Williams, Jimmy ., Ret. 1994

Wilson, Clorecee W., Ret. 1986
Wood, Patricia F., Ret. 1996
Woods, Donald G., Ret. 1991
Workman, William K., Ret. 1992
Wright, Irene F., Ret. 1977
Wyche, Arthur R., Ret. 1995
Wylie, Anna B., Ret. 1993
Yazzie, Burton N., Ret. 1994

Getty

Alcorn, Peggy A., Ret. 1985
Bolding, Lola M., Ret. 1986
Haskell, Naomi F., Ret. 1984
Jacobs, Ronald J., Ret. 1984
Kurkowski, Harold ., Ret. 1984
Marquez, Daniel L., Ret. 1987
Nunn, Herbert L., Ret. 1983
O'Connor, James J., Ret. 1984
Richardson, Margaret E., Ret. 1985
Worthen, Charles B., Ret. 1984

Gulf

Bird, Gerald L., Ret. 1986
Breland, Rudolph E., Ret. 1983
Brown, Melvin V., Ret. 1984
Chulack, Esther M., Ret. 1985
Clary, Carroll W., Ret. 1985
Davis, Kathelene P., Ret. 1985
Ehret, Louis V., Ret. 1983
Gerald, Charles H., Ret. 1985
Hamilton, John H., Ret. 1983
Hemphill, Ralph E., Ret. 1986
Houston, Mary L., Ret. 1985
Hustler, James H., Ret. 1986
Jackson, Richard K., Ret. 1985
Norris, Jleroy ., Ret. 1986
Pemberton, Nancy P., Ret. 1983
Shetler, Robert D., Ret. 1983
Swartzlander, Richard L., Ret. 1985
Whitehead, James E., Ret. 1985

MolyCorp

(No deaths reported)

Plexco

(No deaths reported)

Tenneco

(No deaths reported)

Texaco

Balke, Andrew L., Ret. 1988
Black, Frank R., Ret. 1988
Boldrey, John R., Ret. 1984
Brett, James W., Ret. 1995
Brewton, Wiley L., Ret. 1993
Cappel, Raymond L., Ret. 1990
Carlisle, Jack H., Ret. 1995
Carrell, Joseph L., Ret. 1988
Chwalek, Walter T., Ret. 1993
Cobb, John Morgan., Ret. 1994
Collura, Salvador G., Ret. 1991
Columber, Robert S., Ret. 1987
Crelia, Edward L., Ret. 1988
Darby, David A., Ret. 2001
Delao, Joe L., Ret. 1993
Dillahunty, B O., Ret. 1982
Donelson, Mary F., Ret. 2001
Donovan, Granville W., Ret. 1985

Dorn, Peter ., Ret. 1996
Ellis, Emmett P., Ret. 1988
Emmert, Ronald D., Ret. 1996
Ermis, Edward L., Ret. 1993
Fugate, Carlos H., Ret. 1997
Fulton, Omar L., Ret. 1980
Goss, Louis F., Ret. 1989
Grainger, Donna D., Ret. 1999
Gubser, Benjamin D., Ret. 1993
Haltmar, Warren C., Ret. 1993
Hambidge, Richard A., Ret. 1983
Handley, James R., Ret. 1993
Hartberger, Patricia N., Ret. 1997
Hastings, Neil T., Ret. 1990
Heintz, Edward T., Ret. 1997
Hill, Bettie Sue., Ret. 1986
Hoffpaur, Robert T., Ret. 2001
Hughes, Bobby F., Ret. 1994
Jeffrey, James L., Ret. 2001
Johnson, Jessie H., Ret. 1980
Jolley, Jack E., Ret. 1989
Lilley, Homer E., Ret. 1981
Lough, Phillip M., Ret. 1988
Lynch, Charles R., Ret. 1988
Martinez, Alfirio ., Ret. 1992
Mayo, Philip M., Ret. 1986
McIntyre, Maron D., Ret. 1984
Merrey-Kadar, Margit E., Ret. 1994
Mignoli, Andrew D., Ret. 1988
Mignoli, Andrew D., Ret. 1988
Morris, Charles P., Ret. 1993
Murphy, Edward L., Ret. 1988
Oliver, Kenneth C., Ret. 1986
Patel, Jitendra A., Ret. 1998
Perry, Irene L., Ret. 1999
Peterson, J R., Ret. 1986
Piazza, Laureen A., Ret. 2001
Pittman, John M., Ret. 1982
Prendergast, Patrick W., Ret. 1985
Ravena, John L., Ret. 1983
Robicheaux, Roy J., Ret. 1988
Runnels, Norman L., Ret. 1995
Samsel, Peter J., Ret. 1990
Seamans, F Augustus., Ret. 1986
Sheridan, Jerry W., Ret. 1988
Siegart, W Raymond., Ret. 1993
Simpson, Marina ., Ret. 1992
Smith, Frank E., Ret. 1985
Soholt, Donald E., Ret. 1989
Spencer, Harley K., Ret. 1999
Stafford, Robert C., Ret. 1978
Stark, T A., Ret. 1984
Swindall, Oliver C., Ret. 1990
Vaughn, Loren G., Ret. 1992
Verret, Roland Adam., Ret. 1999
Villarreal, Xavier ., Ret. 1993
Vinton, Carl P., Ret. 1993
Wall, Leonard A., Ret. 1993
Walsh, William P., Ret. 1992
Williams, Edward C., Ret. 1985
Williams, Garland R., Ret. 1998
Worsham, Junior B., Ret. 1982
Wunder, Thomas A., Ret. 1999
Yarborough, Michael R., Ret. 1999
Yeakey, Ernest L., Ret. 1993

Unocal

Alvarado, Feliciano ., Ret. 1991
Baker, William G., Ret. 1992

Benson, Mary F., Ret. 1999
Betts, Ronald S., Ret. 1991
Bricker, Roy D., Ret. 1995
Brolio, Doris L., Ret. 1986
Broussard, Jerriell D., Ret. 2003
Brown, Allen L., Ret. 1993
Brown, Allen L., Ret. 1993
Brown, Charlie ., Ret. 1997
Cannon, Stephen P., Ret. 1998
Carrier, Clyde K., Ret. 1988
Carter, Newell D., Ret. 1986
Cooper, Cecil R., Ret. 1999
Dewey, R Gene., Ret. 2001
Eubank, Oscar C., Ret. 1987
Fairchild, Marcell F., Ret. 1991
Fox, John R., Ret. 1996
Gonzales, Marcelino G., Ret. 1992
Granquist, Harold E., Ret. 1988
Hale, Raymond G., Ret. 1987
Hinkle, T J., Ret. 1996
Hoffman, Howard K., Ret. 1994
Hofmann, Glennette C., Ret. 1986
John, Cecelia ., Ret. 1995
Johnson, Harold E., Ret. 1990
Koepke, Jeffery W., Ret. 1996
Kollen, Roy R., Ret. 1997
Krizousky, Mildred G., Ret. 1963
Leech, James W., Ret. 1994
Linton, Gordon B., Ret. 2000
Maestas, George ., Ret. 1986
Maisner, Valerie J., Ret. 1996
Mercurio, Jeanne ., Ret. 1963
Miller, Bobby Dean., Ret. 1976
Montgomery, J Dianne., Ret. 1997
Moore, Jack J., Ret. 1979
Murphy, John D., Ret. 1997
Parro, Ronald J., Ret. 2005
Pillette, Joseph L., Ret. 1987
Pogroszewski, David B., Ret. 1990
Raymer, William C., Ret. 1982
Robinson, Melinda L., Ret. 1999
Siegerdt, Jeanne S., Ret. 1990
Small, Paul N., Ret. 1976
Smith, Viola E., Ret. 1982
Stump, Robert F., Ret. 1990
Tam, Colling K., Ret. 1999
Vinterella, Anthony ., Ret. 1986
Vollmond, Lilly A., Ret. 1990
Vukojevich, Robert M., Ret. 1998
Warhol, Warren N., Ret. 1986
Wirth, Gene Edwin., Ret. 1989
Witt, Wanda ., Ret. 1999
Zoller, Marvin L., Ret. 1981

CONTRIBUTING EDITORS:

Gregory Vitiello - Retiree
Spotlight

Pat Ketcham – In Memoriam

Jim Bonwell – Benefits Corner

Adrian D'Souza
dsouzaadrian@yahoo.com

EDITOR and COMMUNICATIONS CHAIR:

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