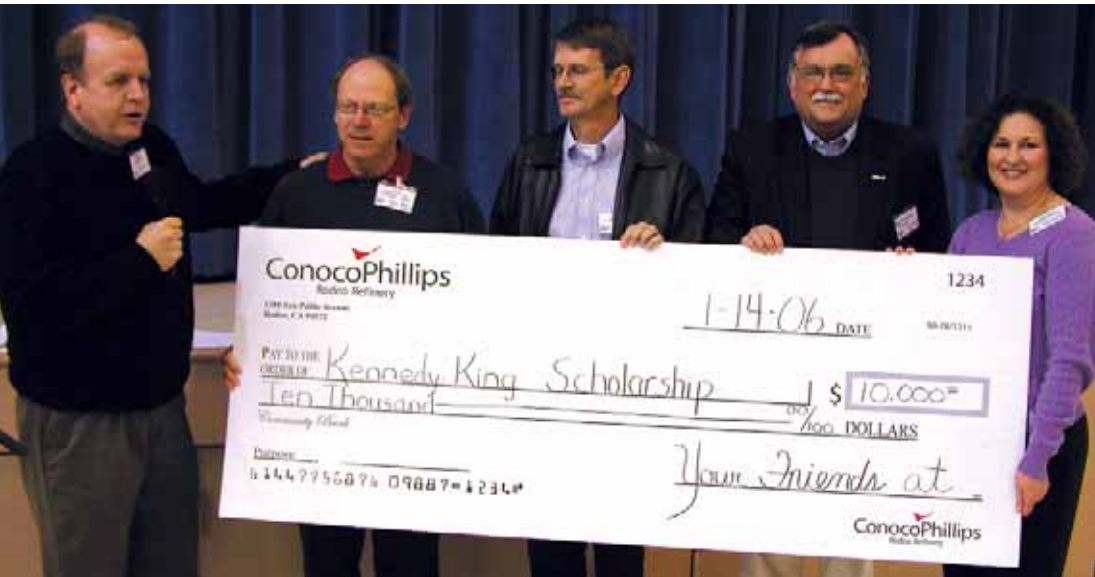




ConocoPhillips

# COMMUNITY CONNECTION

SPRING 2006



CONOCOPhillips REFINERY MANAGER MIKE KENNEY; KENNEDY-KING BOARD MEMBER JIM KENNEDY; CONOCOPhillips SITE MANAGER HARLAN GRAF; KENNEDY-KING BOARD MEMBER BILL POLLACEK AND CONOCOPhillips COMMUNITY RELATIONS AND PUBLIC AFFAIRS REPRESENTATIVE JANET GROTHE. THE REFINERY PRESENTED THE \$10,000 CHECK TO THE KENNEDY-KING MEMORIAL SCHOLARSHIP FUND. THE FUND HONORS SENATOR ROBERT F. KENNEDY AND DR. MARTIN LUTHER KING JR., BOTH OF WHOM WERE ASSASSINATED IN 1968. IT PROVIDES UNDERGRADUATE AND GRADUATE COLLEGE SCHOLARSHIPS — 457 TOTALING \$1.8 MILLION SINCE 1968.

## COMMUNITY ADVISORY PANEL CELEBRATES DIVERSITY

Community leaders, elected officials and residents commemorated Coming Together to Celebrate Diversity — a day for reflection and giving thanks in the spirit of the late Dr. Martin Luther King Jr., on Saturday, January 14, at Rodeo Hills Elementary School.

The ConocoPhillips Community Advisory Panel hosted the event.

It featured a rousing speech by the Rev. Dr. Robert L. Chew, minister of Zion Hill Baptist Church, performances by trumpeter William Mitchell and the Zion Hill Baptist Church Voices of Zion choir, and the presentation of a \$10,000 check to the Kennedy-King Memorial Scholarship Fund by ConocoPhillips.

CONTINUED ON PAGE 4

## Inside



PROJECT READ VOLUNTEERS  
PAGE 2



KIDS GET HEAD START  
PAGE 3



SAFETY RECORD SET  
PAGE 5

# WE SUPPORT EDUCATION

## REFINERY VOLUNTEERS HELP KIDS WITH READING

**A**imee Lohr has four children and used to be a kindergarten volunteer. Morgan Lew, also the parent of four children, was a substitute teacher.

Aimee, an administrative assistant, and Lew, an engineer, are ConocoPhillips Project Read volunteers at Rodeo Hills Elementary School, a program that matches first-, second- and third-grade students with a volunteer who gives them one-on-one attention to practice the skills in reading that they learn in the classroom.

ConocoPhillips Health and Safety Specialist Lee Klare is also a volunteer.

The initial Project Read session in 2006 ran from January through March. A second session ran from March through April. Volunteers gave up their lunch hour once a week and spent this time reading with their buddy. Both the child and volunteer read during each session, held in the school library.

"This is something I always wanted to do," says Lohr, who is in her first year as a volunteer. "I always wanted to give back this way. I was excited when I realized it was going to be one-on-one with the same child.

"It's been more than I anticipated. The kids are



CONOCOPHILLIPS TUTOR AIMEE LOHR (L) AND HER STUDENT READER, ASHLEY MAGEE, PRACTICE DURING A PROJECT READ SESSION.

***"When kids fall behind it breaks my heart. I see how children who have difficulty reading struggle with everything."***

— Morgan Lew —

very enthusiastic. Even in a short time you can see progress in their reading skills. It's a great feeling to be able to help them. I just wish the program was longer."

Lew, also in his first year as a volunteer, says he wants to encourage kids to be the best they can be.

"I see that reading is a critical skill," Lew says. "When kids fall behind it breaks my heart. It's as much an emotional thing as an intellectual exercise for me. I see how children who have difficulty reading struggle with everything.

"I get a lot of satisfaction in being with a child.

We have fun, and hopefully the child learns how to put words together, how to read them, how to enjoy a story and gets a little personal attention.

"It's a visceral satisfaction, that a child enjoys reading a bit more and has an expectation that reading is a pleasure, rather than a struggle.

Educators heartily endorse the program and are grateful for the volunteers.

"We are very thrilled and delighted to have the volunteers from ConocoPhillips," says Rodeo Hills Elementary School Principal Linda Larson. "The children look forward to being read to. I believe having an adult read to a child is very powerful and sparks their enthusiasm for reading."

Project Read is funded 100% through corporate donations and run by volunteers from businesses and the Contra Costa County Office of Education. Schools throughout the county participate.

"The volunteers are a positive role model to these children," says San Juana Turner, the outreach staff member at Rodeo Hills.

"This is a great program. It gives not only to the children but to the community as well."

# MARK HUGHES REFINERY'S NEW PUBLIC AFFAIRS MANAGER

**B**orn and reared in Martinez, Mark Hughes, a public relations professional who spends much of his free time as a community volunteer, joined ConocoPhillips San Francisco Refinery as Public Affairs Manager in February. He replaces Bill Tanner, who is now working at the ConocoPhillips corporate office in Houston.

Mark is the primary liaison between the refinery and the public and is responsible for community, media relations and local government relations.

Early in his career, Mark followed his passion for community service and accepted a position with newly elected Contra Costa County Supervisor, Dr. Jeff Smith. During this time, Mark served as liaison to the Rodeo community and assisted in establishing the Rodeo Municipal Advisory Council.

Following his employment with Supervisor Smith, he worked for BFI, a solid waste company, as its government relations manager. Mark was then hired by

Shell Oil Company to manage public relations for their Martinez Refinery. He also managed the public relations department at the Tesoro refinery in Avon.

In 1995, Mark was elected to the Martinez School Board and served for five years. Currently, he is serving his fifth year on the Martinez Planning Commission. He is the immediate past president of the Contra Costa Council and former president of the Martinez Chamber of Commerce. He is also very active in coaching his children in little league baseball and CYO basketball youth leagues.

Mark and his wife, Mary (Cha Cha), son, Hunter, 11, and daughter, Marcella, 8, live in Martinez.



**MARK HUGHES**

## GETTING A HEAD START ON EDUCATION

**F**or 40 years, the Bayo Vista Head Start program has been providing a jump start on education for low-income children in Rodeo, Hercules, Crockett, Pinole, Vallejo, Richmond, San Pablo, El Sobrante and Port Costa.

Established in 1966, thousands of local children between the ages of three and five have learned more than their ABCs in the year-round pre-school program, part of the Contra Costa County Community Services Department (CCCCSD).

Eighty-two children are enrolled in the all-day and half-day programs, where they learn reading readiness, counting skills and develop social skills nec-

**GRACE CHIU  
WORKS WITH  
BRODERICK  
GILLARD**



essary to succeed in elementary school and beyond.

"Our children learn in a very safe environment," says Grace Chiu, site supervisor for eight years. "We have a well-trained staff of nine teachers, and we offer children more services than just education. They get dental checkups and physicals, and speech and play therapy. The children are

served breakfast, lunch and a snack. Not only are we taking care of children, we are taking care of families."

"All four of my boys are graduates of this program," says Deborah Drake, Assistant Comprehensive Services Manager and member of the ConocoPhillips Community Advisory Panel.

"We provide a nurtur-

ing and healthy environment that will help get these children ready for elementary school. Parents drop off their children knowing they will be safe and well-taken care of, and that they will be learning all day."

Bayo Vista Head Start is accredited by the National Association for the Education of Young Children and the National Academy of Early Childhood Programs. It received a Program of Excellence Award, the first in the state and one of only 1,570 Head Start programs nationwide to receive the award.

The program is now recruiting children for the next school year, which starts July 1. Call (510) 374-7144 for more information.

# OUR COMMUNITY

## COMMUNITY ADVISORY PANEL CELEBRATES DIVERSITY

CONTINUED FROM  
FRONT PAGE

Remarks were made by Master of Ceremonies Tom Stewart; Michael Roth, Superintendent of the John Swett Unified School District; Contra Costa County Supervisor Gayle B. Uilkema; ConocoPhillips Refinery Manager Mike Kenney; Kennedy-King board member and Redevelopment Director of the Contra Costa County Redevelopment Agency Jim Kennedy; and ConocoPhillips Site Manager Harlan Graf.

“How can people be united for the common good?” asked Supervisor Uilkema.

“We learn things from our environment, and if we are smart enough to pay attention, we can learn from everything we do.”

She related a story about decorating her house with paint, furniture and accessories, and that there was a sameness of colors in each room (one red, another green, etc.).

“I realized what I was missing was a variety of colors,” she said. “I had buckets of flowers, but the same color flower in each. So I took flowers from several buckets and put them in one bucket, and that arrangement became beautiful and

rich. There’s no reason why we can’t have many different flowers in a bucket and have them be better than just one color.”

Dr. Chew began his talk by describing his heritage - black, Native American, Jamaican, Anglo-Saxon, Mexican and Chinese.

“I married a Japanese woman,” he said. “My grandchildren are Native American, Mexican, Anglo-Saxon, Japanese, Jamaican,



DR. ROBERT L. CHEW

black and African-American, with a Chinese surname. “I feel qualified to speak on diversity.

“In John F. Kennedy’s first inaugural speech he challenged people to ‘ask not what your country can do for you, ask what



ZION HILL BAPTIST CHURCH VOICES OF ZION CHOIR.

you can do for your country.” Kennedy, he said, created the New Frontier, a visionary domestic program, and strongly supported space exploration and the civic rights movement.

“I encourage our community to incorporate the spirit and vision of John F. Kennedy, to look at our resources and use what we have to achieve our goals and desires, to assess our assets and become what we are capable of becoming as a community,” Dr. Chew said. “What our minds can perceive, our minds can achieve.

“Dr. Martin Luther King Jr. dreamed of unity for all people, a common ground for relationships and equal access to opportunities. His talk on ethical and cultural diversity blasted stereotyping of cultures. Only when we

begin to see and appreciate change will we be able to celebrate diversity.

“We must share our needs and assist each other to reach a higher level of existence. All of us must invest in ourselves to celebrate ourselves. Only when we are able to appreciate our differences and understand diversity without criticizing can we celebrate diversity. Diversity enriches and strengthens our community. Diversity will make us a stronger community, and that will be something to celebrate.

“Coming together makes us feel better about others and better about ourselves. Only in a community where there is room and opportunity for all citizens to share can we maximize our potential and achievements.”

# WHY SAFETY IS IMPORTANT AT OUR REFINERY

By Harlan Graf  
Site Manager

**S**afety is our highest priority. We don't just talk about it or write procedures or policies hire Health, Safety and Environmental (HSE) experts; we truly live and breathe safety. I hope our safety record in the industry supports our culture.

Our safety culture is based on two norms:

1. All incidents and accidents are preventable.
2. Our work is never so urgent or important that we cannot take the time to do it safely.

In my experience, I have found that those organizations and individuals that believed injuries are preventable tended to have better safety performance, and many of them ultimately achieved that vision.

Many companies have demonstrated that it is possible, but it took everyone working together to achieve it. One person cannot achieve it; the entire organization can.

At ConocoPhillips, we truly believe this, and it makes us approach our jobs differently. Our employees look out for at-risk behaviors, they plan and think twice before doing a task, and they don't take chances.

And, by giving employees the right to shut down work if it is unsafe, and supporting them when they do, we give



HARLAN GRAF

them the power to never be urgent when it compromises safety.

Every operator at this refinery — as in all ConocoPhillips refineries — has the right to shut down a job ... and they do.

Whatever the case — even if it's loss in production — we do not allow work to be done in an unsafe manner.

### WHY IS SAFETY IMPORTANT?

As an employee, I want to stay safe at work so I can go home at the end

of the day with all of my fingers and all of my toes and see my family. They are depending on me for a living, and if I get hurt I can't provide for them.

As an organization, safety ties in very closely to reliability and operational up time. A safe refinery is a well-maintained, well-operated refinery.

You can't have a well-performing plant without a high regard for safety and a strong safety culture. They go hand in hand.

We stress safety — we want our employees and our contractors to go home at the end of the day in the same shape they came. And as a company, a safe plant is a more profitable plant.

For the community, a well-operated plant makes it safer for our neighbors, the people around us. This means fewer fires and fewer emergencies. Fewer things get out over the fence.

If we're better at what we do, then the community is that much safer, and that's what we want. We don't want to create an incident or event that puts our community and its people in harm's way. That is our responsibility to the community, and we take it very seriously.

At ConocoPhillips, we truly live and breathe safety, and I continue to hope our safety record in the industry supports it.

Safety is good for our company and it is good for the community.

***“Safety is good for our company and it is good for the community.”***

## ***Best-ever safety performance in 2005***



EMPLOYEES AND CONTRACTORS WERE TREATED TO A CELEBRATORY LUNCH HONORING THE REFINERY'S BEST SAFETY RECORD EVER IN 2005.



# FREE DISPOSAL OF HAZARDOUS WASTE IN WEST COUNTY

**A**s of February, households and small businesses can no longer dispose of universal toxic wastes in their trash.

These items include:

- Household batteries
- Fluorescent bulbs
- Mercury thermostats
- CPUs, CRTs (TV and computer monitors) and computer peripherals
- VCR and DVD players
- Compact fluorescent bulbs
- Other mercury containing lamps
- TVs and CD players
- Cell phones and cordless phones



**recyclemore**  
WEST CONTRA COSTA INTEGRATED  
WASTE MANAGEMENT AUTHORITY

- Microwave ovens
- Telephone answering machines.

These recyclable items may be dropped off at The West County Hazardous Waste Facility, 101 Pittsburg Ave. (off the Richmond Parkway), which serves West County residents only — from Crockett to Kensington.

The facility is open



Select a service:

Thursdays, Fridays and the first Saturday of every month from 9 a.m. – 4p.m. (closed 12-12:30 for lunch). No appointment is needed.

There is a limit to five electronic items per visit.

The facility also accepts paints, pesticides, solvents, thinners, photo chemicals, adhesives, gas cylinders less than five

gallons, aerosols, anti-freeze, car batteries, motor oil, fertilizers, poisons, cleaners, bagged asbestos, expired/surplus medicines and household generated sharps (medical syringes used by diabetics and others).

Unacceptable items include radioactive materials, explosives (including firearms,), and pressurized thick wall gas cylinders over five gallons.

Call 1-888-412-9277 for more information.

Also, visit the West Contra Costa Integrated Waste Management Authority website at [www.recyclemore.com](http://www.recyclemore.com).



San Francisco Refinery  
1380 San Pablo Avenue  
Rodeo, CA 94572  
(510) 799-4411

PRSR STD  
U.S. POSTAGE  
**PAID**  
CONCORD, CA  
Permit No. 346

