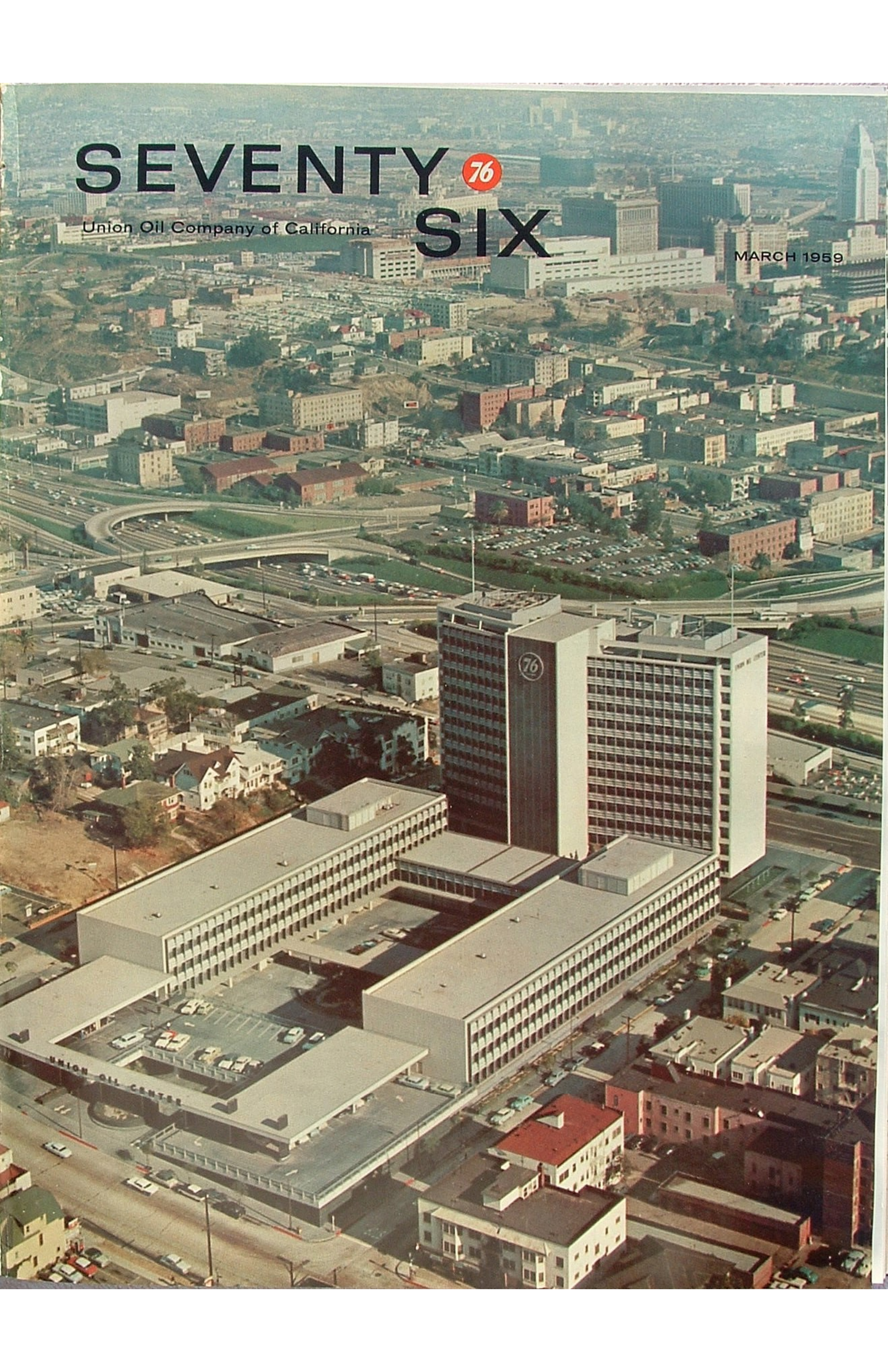


SEVENTY ⁷⁶ SIX

Union Oil Company of California

MARCH 1959



SEVENTY⁷⁰ SIX

Union Oil Company of California

volume 3, number 3

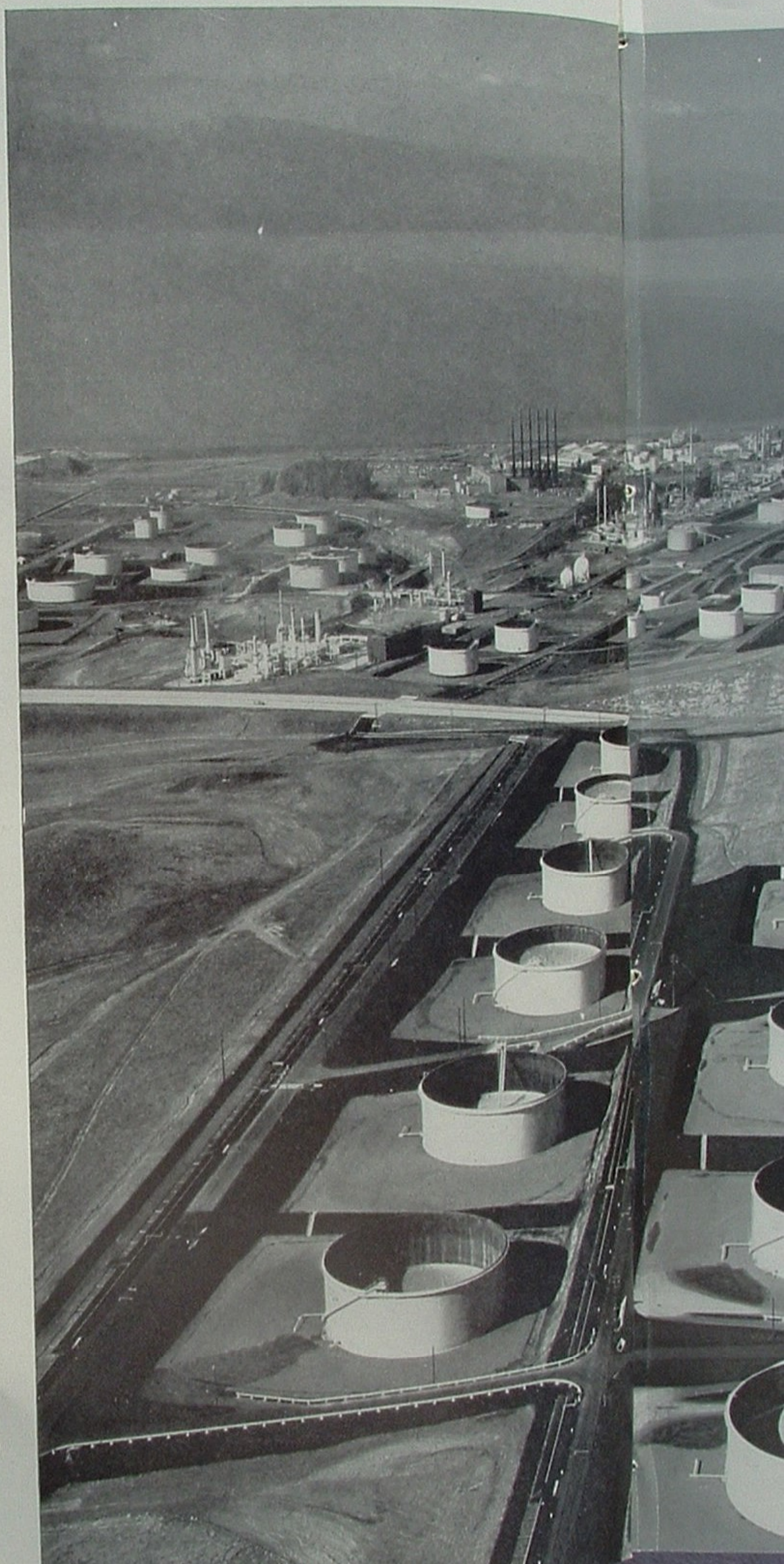
MARCH 1959

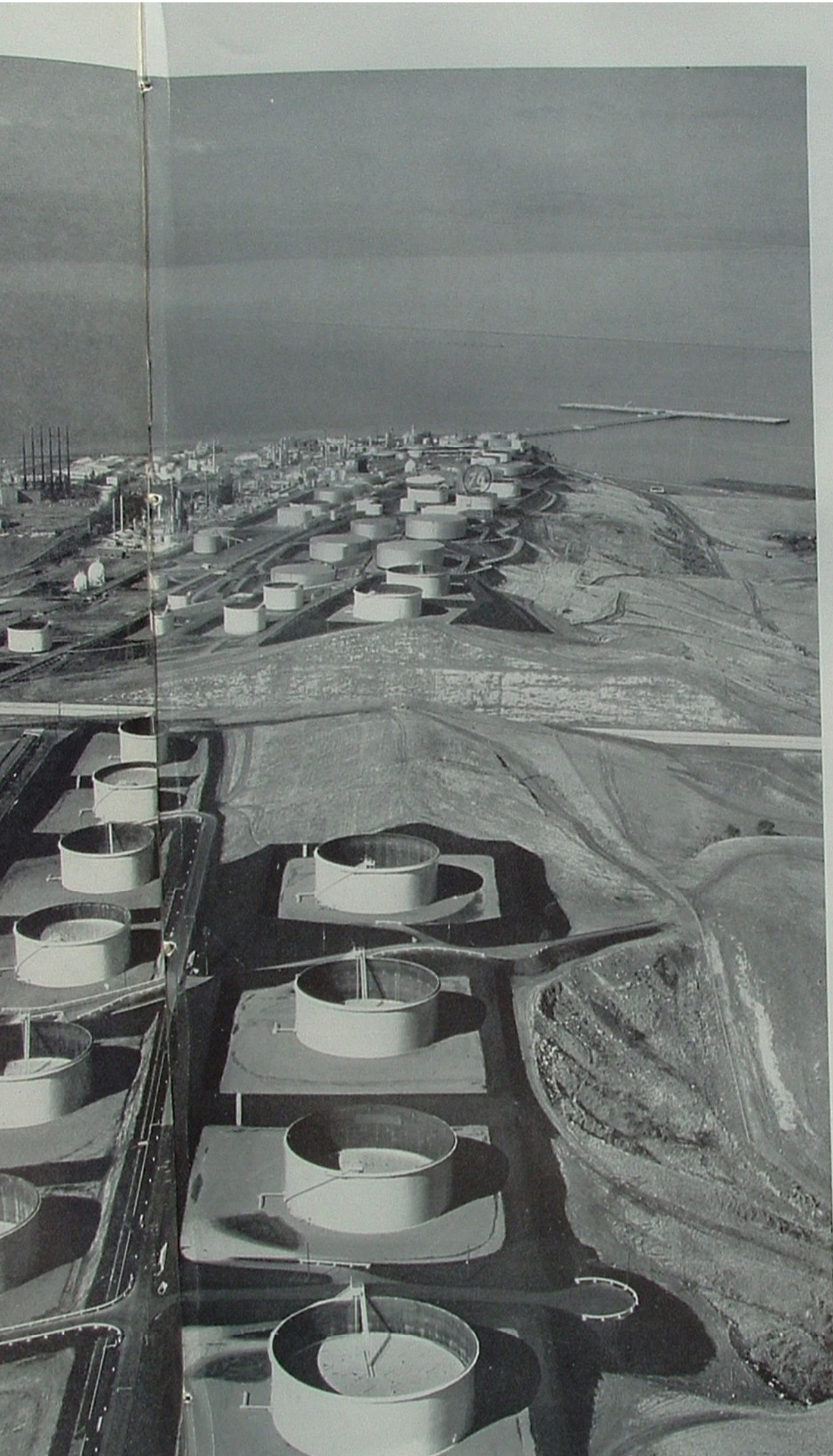
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the cover

Union Oil Center, Company headquarters in Los Angeles, marks its first anniversary of service on March 31, 1959. Located in the metropolitan heart of the West's largest city, the Center daily complements the vision of its designers and builders.





FOREWORD

Use of the Company magazine at intervals of two or more years to present Union Oil's management organization and to define the scope of each department has developed into one of our most popular services.

The charts are invaluable to every employee, dealer and associate who wishes to become better informed regarding the Company's extensive operations and better able to identify those charged with functions of management. People inside and outside Union Oil, who have need to communicate with various departments, find this a convenient directory. Students of modern business administration find it a useful text. Finally, the series of publications forms an enduring record of Company change and growth.

Popularity of the series is gauged by the number of requests received for extra copies. Since our last previous presentation in September, 1955, a supply of 10,000 extra copies has been exhausted. Almost daily we receive inquiries as to the next organization issue.

It is felt therefore that the current issue will continue useful and informative services in the field of industrial communications.

Our Oleum Refinery,
San Francisco Bay area



FRANCIS S. BAER



LEIGH M. BATTSON



FREDERIC H. BRANDI



ROBERT DI GIORGIO



WILLIAM H. DOHENY



F. D. FAGG, JR.



HORACE C. FLANIGAN



PRENTIS C. HALE, JR.



*K. E. KINGMAN



ALAN J. LOWREY



HERMAN PFLERGER



*A. C. RUBEL



*H. W. SANDERS



*A. C. STEWART



*W. L. STEWART, JR.

UNION OIL COMPANY OF CALIFORNIA

BOARD OF DIRECTORS—EXECUTIVE COMMITTEE

MARCH 1, 1959

UNION OIL COMPANY is owned by more than 65,000 shareholders, of whom approximately 5,500 are Company employees. Since it is impractical for so many owners to take an active part in the management of their company, they elect a BOARD OF DIRECTORS to manage the Company, run its business and affairs, and exercise its corporate powers.

Union's Board, composed of 18 men, is elected for a one-year term at the Annual Shareholders' Meeting. It has been the Company's experience that more than 82 per cent of its shareholders, representing over 88 per cent of its outstanding stock, vote for and elect the directors nominated by management.

Union's directors have been chosen for their ability and competence in their respective fields, and for leadership in their communities. They are men of sound and independent judgment and are widely representative in a geographic sense. Their ages range from 40 to 69—averaging 59. Six of the directors are Company officers, two are retired officers, five are business executives, three are bankers, one is a lawyer, and one an educator.

Although the directors generally rely on the recommendations of the Executive Committee and other officers, the making of final decisions on over-all policy is a well established Board responsibility. Specifically, the directors consider financial policy from a long-range standpoint, and measure the Company's development and expansion possibilities in the light of economic conditions within and outside the industry, drawing on their background of business experience and either approving, modifying or rejecting suggested courses of action.

The Board considers appropriations for sizeable

projects, determines dividend policies, and sets the salaries of officers. As one of its most important functions, it is concerned with the selection of officers and the development of qualified leadership within the Company.

Board members frequently consult with and advise the officers in furtherance of the Company's interests. In fact they do a great deal more than simply attend monthly and special Board meetings. In every sense they represent the owners; the soundness of their decisions affects the welfare of every shareholder, employee, dealer, consignee and other working associate of Union Oil.

To handle day-to-day management responsibilities, the Board of Directors delegates broad authority to the EXECUTIVE COMMITTEE^o—all of whom are directors, six being officers and one being a retired officer of the Company. All other officers and department heads of Union Oil report to some member of the Executive Committee. During intervals between Board meetings, this Committee has full authority to act for the Board of Directors on all matters pertaining to Company operations and business affairs. The Committee, however, cannot declare dividends or amend the Company's by-laws. It meets daily at Home Office except on occasions when several of the Committee are elsewhere attending to other management assignments.

Three other senior officers attend Executive Committee meetings; they, with the Committee members, comprise the Executive Management Committee.



* REESE H. TAYLOR



* DUDLEY TOWER



DWIGHT WHITING



JAMES R. PAGE
Honorary Director

EXECUTIVE MANAGEMENT

The OFFICERS of Union Oil Company are headed by the previously mentioned Executive Management Committee and include such other department heads and executive assistants who have responsibility for and intimate knowledge of the corporation's widespread operations and properties. All Officers are elected annually by the Board of Directors.

The CHAIRMAN OF THE BOARD presides at meetings of the shareholders, the Board, and the Executive Committee. He



REESE H. TAYLOR
Chairman of the Board



A. C. RUBEL
President



A. C. STEWART
Vice President



DUDLEY TOWER
Vice President
Production Department



SAM GRINSFELDER
Vice President
Exploration Department



MAX LORIMORE
Comptroller



ROY LINDEN
Vice President
Marketing Department



BASIL KANTZER
Vice President & Mgr.
of Operations Gulf Division



FRED L. HARTLEY
Vice President
Research Department



N. T. UGRIN
Director
Industrial Relations



C. S. PERKINS
Manager of Purchases



C. H. FINNELL
Manager
Retail Marketing



W. L. SPENCER
General Sales Manager
Direct Sales



F. K. CADWELL
General Sales Manager
Foreign & Refinery Sales



E. R. WARE, M.D.
Chief Medical Consultant



RICHARD CALL, M.D.
Medical Director



J. W. MILLER
Executive Representative
San Francisco



C. E. DENTON
Executive Representative
New York

actively supervises the Company's business affairs, particularly on policy matters, and is its chief executive officer. He keeps the directors informed, consults with them frequently and sees that their resolutions are carried into effect.

The PRESIDENT has reporting directly to him vice presidents, as well as the comptroller, who are in overall charge of the various operating departments. He

serves as the Company's chief executive in the absence of the Chairman of the Board. He also assists the latter in the direction and control of the Company's affairs.

Other OFFICERS of vice presidential or senior status keep top management in closest possible relationship with Union Oil's divergent interests; they also make decisions and take action in line with over-all policy and directives.



MAX LORIMORE
Comptroller



K. E. KINGMAN
Vice President



L. A. GIBBONS
Vice President &
General Counsel



H. W. SANDERS
Vice President
Finance



N. T. UGRIN
Director
Industrial Relations



E. L. HIATT
Vice President
Transportation & Supply Department



J. W. TOWLER
Director
Manufacturing



C. F. PARKER
Vice President
Economics & Planning



R. F. NIVEN
Secretary



L. B. HOUGHTON
Treasurer



J. W. MILLER
Executive Representative
San Francisco



J. W. MILLER
Executive Representative
San Francisco



C. E. DENTON
Executive Representative
New York



W. I. MARTIN
Executive Representative
Seattle



R. D. SMITH
Executive Representative
Rocky Mountains



JERRY LUBOVISKI
Director of Public Relations
& Advertising

EXPLORATION

The EXPLORATION DEPARTMENT is responsible for acquiring potential oil-producing properties and for exploring such lands to determine whether they will yield commercial quantities of oil and gas. Exploration is in progress principally in California, Texas, New Mexico, Louisiana, Alaska, Oklahoma, Colorado, Wyoming, Montana, Central and South America, Canada, and to a lesser degree in other states of the United States.

Because of the department's wide scope and resulting decentralization, a degree of responsibility for exploration has been placed under division managers. There are approximately 430 Company employees engaged in this widespread search for new reserves of oil and gas.



SAM GRINSFELDER
Vice President
Exploration Department



E. C. BABSON
Manager of Operations
Canadian Division



W. L. STANTON
Manager of Operations
Rocky Mountain Division



J. R. SLOAT
Geophysical Coordinator



JOHN C. HAZZARD
Geological Supervisor
Special Exploration



J. E. KILKENNY
Chief Geologist
Pacific Coast Division



F. W. BUSH
Manager of Lands
Pacific Coast Division



R. W. BURNS
Manager of Exploration
Canadian Division



H. L. SWORDS
Chief Geologist
Rocky Mountain Division



M. A. MILES
Manager of Lands
Rocky Mountain Division



BASIL KA...
Vice President
of Operations C...



J. E. SUT...
Manager of
Gulf Divi...



Company Geologists in Alaska, 1958



BASIL KANTZER
Vice President & Mgr.
of Operations Gulf Division



E. R. ATWILL
Manager of Operations
West Texas Division



ARCH DAWSON
Manager of Operations
Oklahoma Division



NEWELL WILLIAMS
Manager
Latin American Operations



E. W. SCOTT
Geological Coordinator



R. C. HARRIS
Coordinator
Foreign Operations



J. E. SUTTLES
Manager of Lands
Gulf Division



R. A. BURKE
Chief Geologist
Gulf Division



R. L. CLARKE
Chief Geologist
West Texas Division



E. S. KEEFE
Manager of Lands
West Texas Division



C. H. GLIDDEN
Division Geologist
Oklahoma Division



J. J. LLOYD
Chief Geologist
Latin American Operations

HAZZARD
Supervisor
Exploration

PRODUCTION

The PRODUCTION DEPARTMENT is responsible for the development of all oil and gas properties of the Company. These operations include the drilling of wells, production of crude oil and gas, processing of gas for the extraction of natural gasoline, etc., and all related activities. The department operates in California, Texas, New Mexico, Louisiana, Oklahoma, Wyoming, Colorado and Montana; also in the provinces of Alberta, British Columbia, Manitoba and Saskatchewan, Canada; also in offshore areas of the Texas-Louisiana Gulf Coast. Increasing constantly in scope of operations, the Production Department now operates 3,200 oil and gas wells, which have an average daily production of 135,000 barrels of crude and 425 million cubic feet of gas. There are 1,250 employees in the department.



DUDLEY TOWER
Vice President
Production Department



BASIL KANTZER
Vice President & Mgr.
of Operations Gulf Division



E. R. ATWILL
Manager of Operations
West Texas Division



E. C. BABSON
Manager of Operations
Canadian Division



W. L. STANTON
Manager of Operations
Rocky Mountain Division



ARCH DAWSON
Manager of Operations
Oklahoma Division



E. E. SANDS, JR.
Division Superintendent
Gulf Division



J. S. McNULTY
Division Superintendent
West Texas Division



W. W. HEATHMAN
Manager of Field Operations
Canadian Division



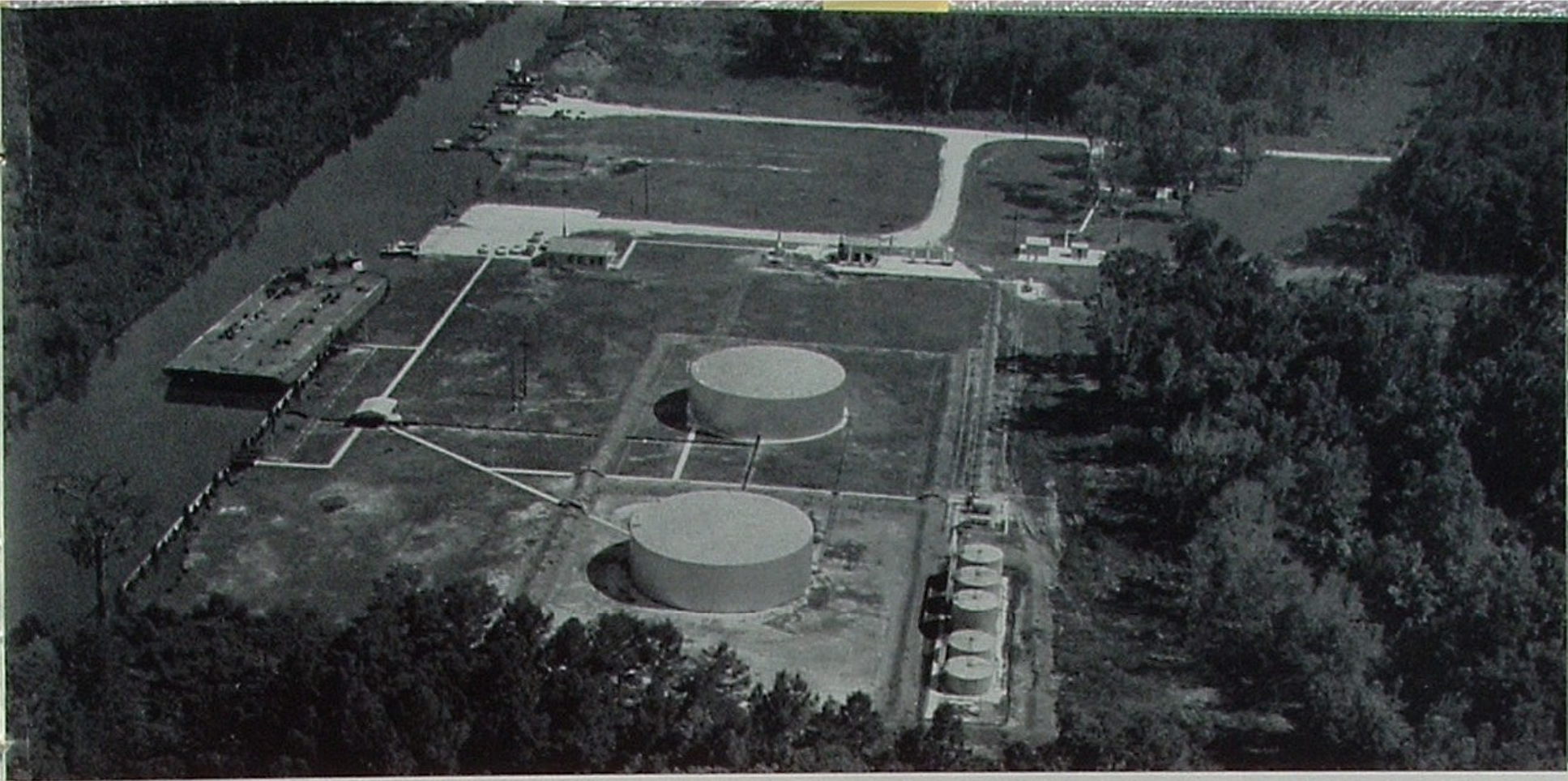
R. A. HIGGINS
Division Superintendent
Rocky Mountain Division



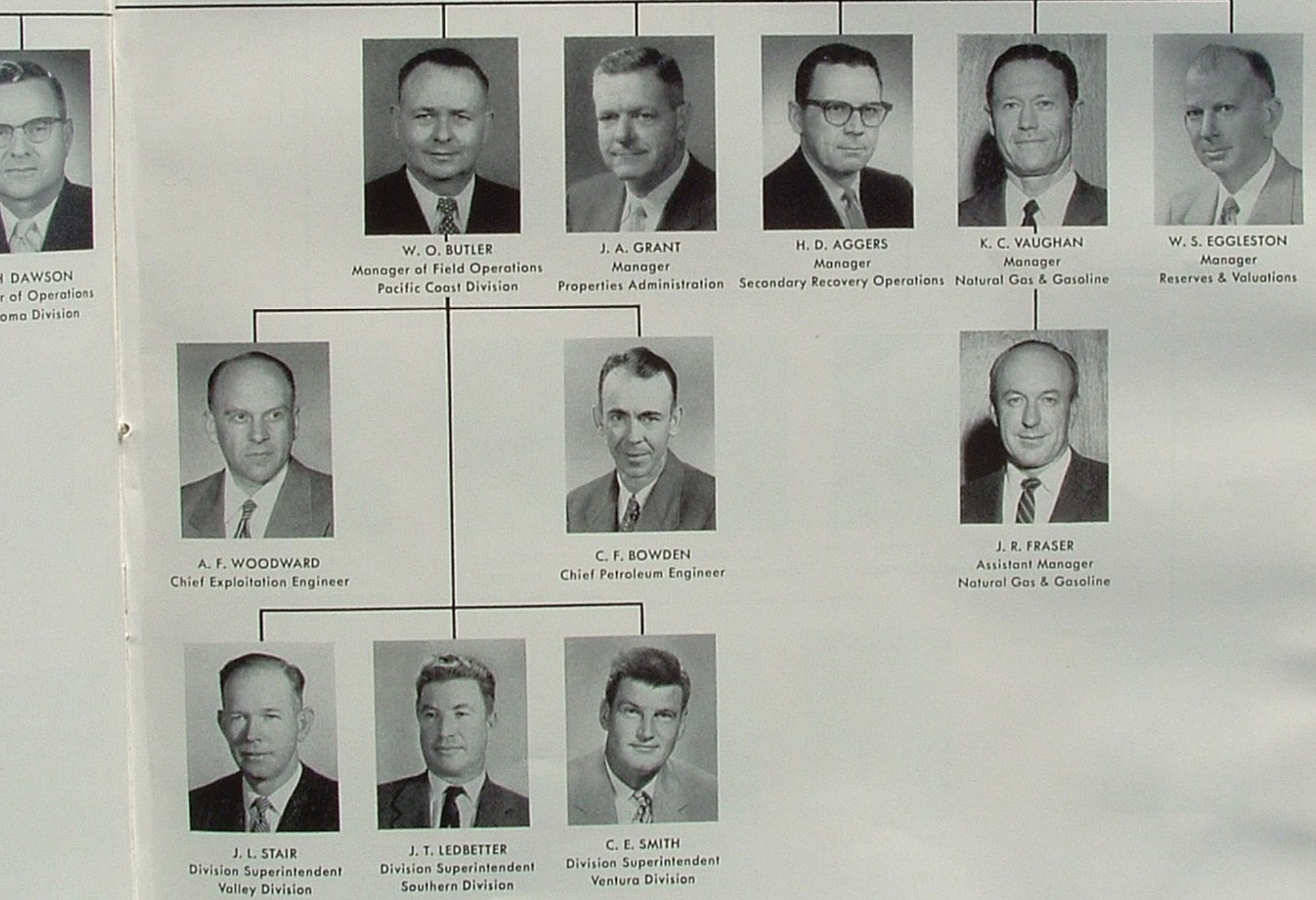
A. F. WOOD
Chief Exploitation



J. L. STA
Division Superi
Valley Divi



Oil and gas facilities, East Lake Palourde, Louisiana





Our Los Angeles Refinery



R. D. SMITH
Executive Representative
Rocky Mountains



R. C. DIEHL
Asphalt Coordinator



L. F. GRANDEY
Manufacturing Coordinator



R. H. BUNGAY
Manager
Engineering & Construction



M. A. REAGH
Manager
Manufacturing Services



J. A. CHRISTIANSEN
Superintendent of Plants
Refinery & Gas Plant

MAN

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J. W. TO
Director of Ma



G. A. WO
Administrative

MANUFACTURING

The MANUFACTURING DEPARTMENT is responsible for the operation of Union Oil's six refineries and employs an average of 1,900 people.

LOS ANGELES REFINERY has a crude oil distillation capacity of approximately 109,000 bbl/day. The refinery is located on a 428 acre site within the southern limits of the city of Los Angeles. Through nearby marine terminal facilities, crude and refined oil products are handled by tankship and barges. The products manufactured include several grades of aviation gasoline, jet fuels, motor gasolines, solvents, kerosene, burner oils, diesel fuels, fuel oil and asphalt. In addition sulfur and ammonium sulfate are produced. There are approximately 1,000 employees at this refinery.



J. W. TOWLER
Director of Manufacturing

OLEUM REFINERY has a crude oil distillation capacity of approximately 55,000 bbl/day and produces motor gasolines, jet fuels, burner oils, diesel fuel, fuel oil, asphalt, coke, sulfur, lubricating oil, greases and petroleum waxes. A modern deep water terminal accommodates tank ships and barges. The Oleum Refinery occupies 1,057 acres of land on San Pablo Bay in the San Francisco Bay area. This refinery has approximately 680 employees.

SANTA MARIA REFINERY has a crude oil processing capacity of 21,500 bbl/day. It produces gasoline stock, gas oil, coke and sulfur. Gasoline stock and gas oil are transferred by pipeline to Oleum for processing. The Santa Maria Refinery, completed in 1955, occupies a site of 3,260 acres located 14 miles south of Port San Luis, California. About 94 people are employed here.

CUT BANK REFINERY is located on a 240 acre site near Cut Bank, Montana, and has a crude oil processing capacity of 3,800 bbl/day. Products include jet fuels, motor gasolines, burner oils, diesel fuels and residual fuel oils. Approximately 54 people are employed here.

EDMONDS REFINERY is located near Seattle, Washington on 35 acres of land. About 4,000 bbl/day of crude oil can be processed into asphalt and fuel oil. Deep water facilities for tankers are available at the distribution terminal adjacent to the refinery. An average of 18 people are employed at this refinery.

ORCUTT REFINERY is an asphalt producing refinery located near Santa Maria, California, on 26 acres of land. A maximum of 4,700 bbl/day of crude oil can be processed into asphalt products. This refinery employs 27 people.

MANUFACTURING'S HOME OFFICE GROUP of 29 people is composed of three divisions: The Manufacturing Services Group is responsible for the operating plans of the Manufacturing Department and for cost evaluations and related studies pertaining to all Manufacturing operations. The Engineering and Construction Division is concerned with all major construction and engineering projects for the refineries. The Operations Division is a coordinating and liaison group between the various refineries and also between the refineries and other departments of the Company.



W. T. JAMESON
Manager
Los Angeles Refinery



M. S. THOMSON
Manager
Oleum Refinery



G. A. WOODS
Administrative Assistant



R. L. HARSIN
Superintendent
Orcutt Refinery



R. A. McKEAN
Superintendent
Santa Maria Refinery



J. W. HASTINGS
Superintendent
Edmonds Refinery

TRANSPORTATION AND SUPPLY

Within TRANSPORTATION & SUPPLY are the following departments:

The AUTOMOTIVE DEPARTMENT, employing 120 people, designs when necessary, assigns and maintains approximately 2,000 automotive units required in Company operations; and provides maintenance service on 2,500 stationary engines used in field operations. Major maintenance garages are located at Santa Fe Springs and Richmond, California, and at Portland, Oregon.

The DISTRIBUTION DEPARTMENT, with 620 employees, handles the movement of finished products from refineries to marketing facilities and direct-shipment customers. From 24 distribution terminals supplied

Division maintains and operates 12,600 miles of circuits providing voice communication, telemetering and pipeline operating controls throughout southern and central California; and handles the licensing and engineering of two-way radio systems used in Company operations.

The SUPPLY DEPARTMENT purchases crude oil



E. L. HIATT
Vice President
Transportation & Supply Department



J. H. ROBINSON
Manager
Pipelines & Communications



D. L. POVEY
Marine Manager



H. K. SAID
Manager
Supply



S. D. TABER
Manager
Engineering & Construction



J. H. WHITE
Superintendent
Southern Division Pipelines



W. M. CONLEY
Superintendent
Northern Division Pipelines



W. I. HAVLAND
Distribution Manager
Southern Region

by pipeline, tankship or barge, a fleet of 60 motor transports makes direct delivery to service stations and customers. At five of the terminals, finished lubricating oils and liquid greases are blended, compounded and packaged.

The MARINE DEPARTMENT supervises contract operation and maintenance, by independent operating companies, of the six ocean-going tankships now in Company service under long-term charter; also negotiates voyage charters for additional tonnage required to augment the Company-controlled fleet.

The PIPELINE & COMMUNICATIONS DEPARTMENT, employing 330 people, maintains and operates 1,500 miles of trunk and gathering lines comprising Union Oil's pipeline system; also two major crude oil and refined products tank farms. The Communications

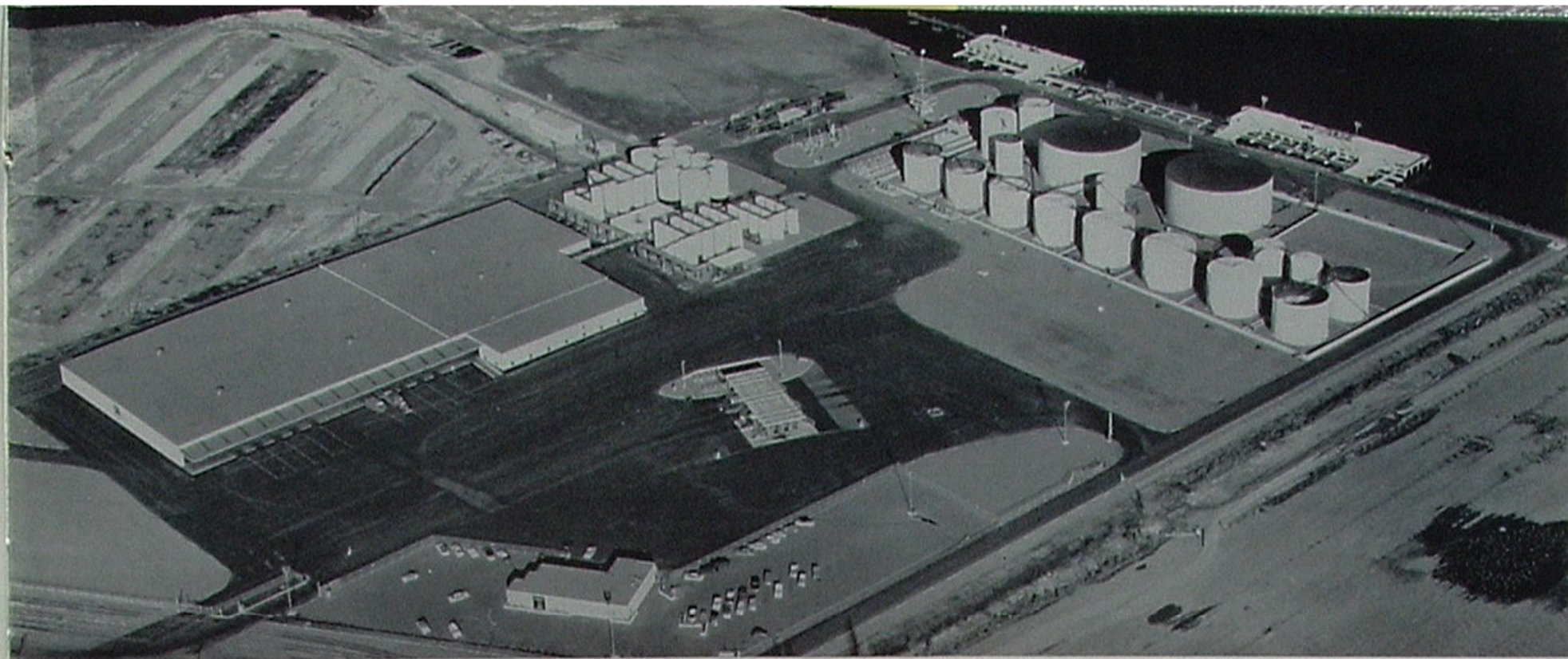
and natural gasoline required to augment Company production; sells crude oil produced in areas where we have no refineries; negotiates crude oil exchanges to effect transportation savings; and purchases finished products required to augment supplies available from our refineries.



Richmond

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oil



Richmond Terminal, San Francisco Bay area



H. M. SCHAFFER
Manager
Distribution



R. W. THOMPSON
Manager
Automotive



W. V. CRIDDLE
Manager
Traffic



W. I. HAVLAND
Distribution Manager
Southern Region



C. R. HAND
Distribution Manager
Central Region



F. K. LORD
Distribution Manager
Northern Region



R. F. LABORY
Automotive Superintendent
Northern Division



L. A. BILLINGTON
Automotive Superintendent
Southern Division



J. W. HASTINGS
Superintendent
Edmonds Terminal

The TRAFFIC DEPARTMENT, staffed by 18 people, establishes policy on use of for-hire transportation; audits and approves for payment freight invoices covering purchased transportation; and supervises the operation

of 475 leased railroad tank cars.

The ENGINEERING & CONSTRUCTION DEPARTMENT, with 10 people, provides engineering services for all Transportation & Supply departments, and is responsible for supervising major construction and maintenance projects.

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PURCHASING

PURCHASING, with a staff of 63 employees, is responsible for buying materials from outside sources, contracting for services, and expediting deliveries to meet the requirements of using departments within the Company.

Other functions include investigating of new materials, assisting in promoting the standardization of equipment and supplies, supervising maintenance of inventories at levels commensurate with efficient operations, disposing of surplus materials, and operating of a stationery warehouse.

District offices are maintained at Los Angeles, San Francisco and Seattle; field offices are at Santa Fe Springs, Bakersfield and Orcutt. Advisory assistance is given to purchasing offices in Montana, Texas and Canada.



C. S. PERKINS
Manager of Purchases



F. M. KNIGHT
Assistant Manager
Purchases



E. E. SCHULTZ
District Purchasing Agent
San Francisco



A. ERICKSON
District Purchasing Agent
Seattle



H. R. HANSEN, Jr.
District Purchasing Agent
Los Angeles



R. H. RATH
Manager
Territory of Hawaii

Los Angeles

MARKETING GENERAL



A. C. STEWART
Vice President



ROY LINDEN
Vice President
Marketing Department



R. H. RATH
Manager
Territory of Hawaii



C. H. FINNELL
Manager
Retail Marketing

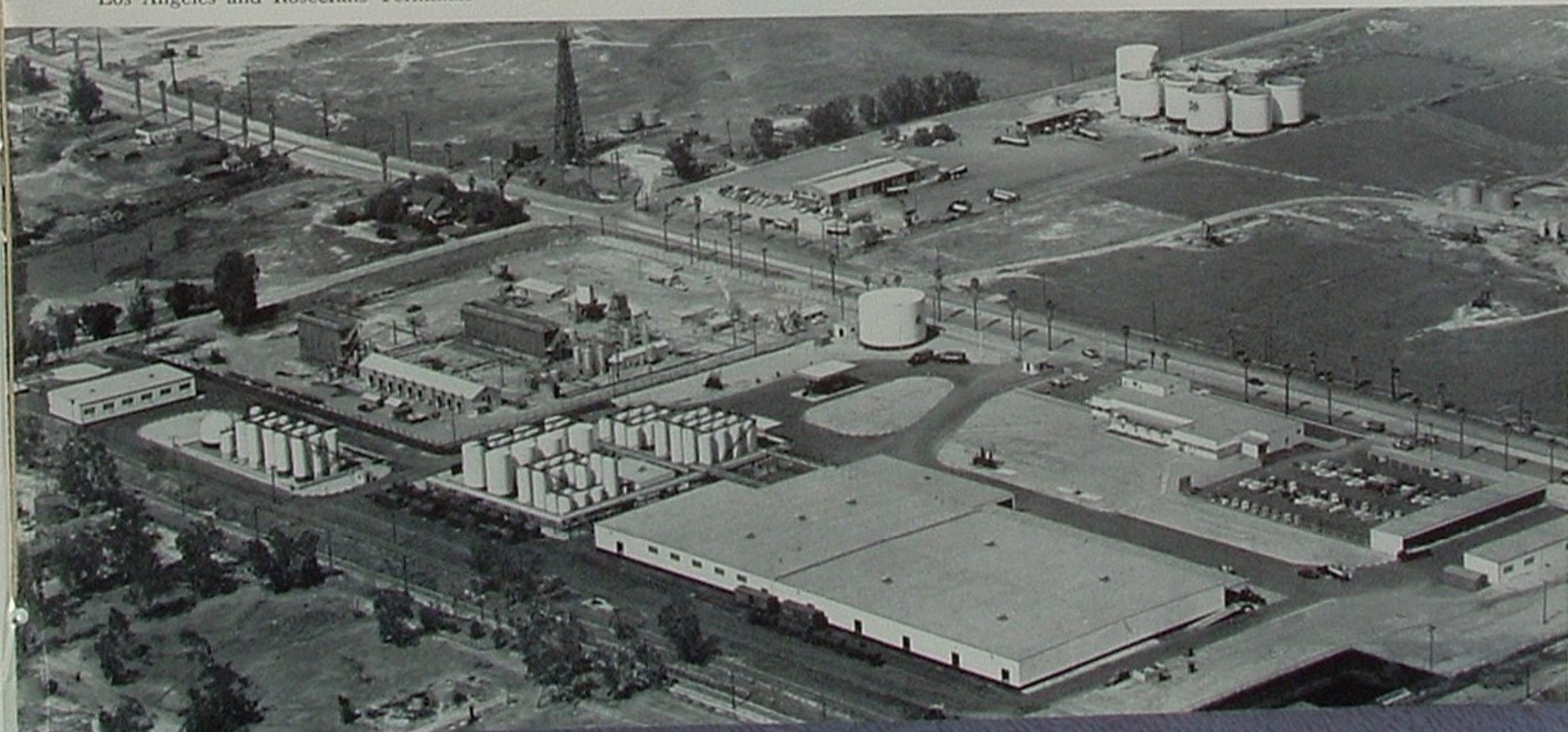


F. K. CADWELL
General Sales Manager
Foreign & Refinery Sales



W. L. SPENCER
General Sales Manager
Direct Sales

Los Angeles and Rosecrans Terminals



FOREIGN AND REFINERY SALES

FOREIGN & REFINERY SALES, headquartered in Union Oil Center, is responsible for all marketing in the continental United States, Mexico and Canada not assigned to Direct Sales or Retail Marketing; also for export sales including ships' bunker fuel oils for foreign steamship accounts; sales to domestic jobbers, refiners and brokers who purchase products to be rebranded; sales to blenders and compounders whose principal function is the manufacturing of lubricating oils, cutting fluids, greases and petroleum specialty products for resale at wholesale under their own brand names; and sales of products to agencies of the Federal government. The department employs 30 people, including representatives located in Japan, San Francisco, Philadelphia, Jacksonville, New Orleans, Dallas, Denver, Kansas City, Chicago and Columbus.



ROY LINDEN
Vice President
Marketing Department



F. K. CADWELL
General Sales Manager
Foreign & Refinery Sales



A. D. GRAY
Manager
Refinery Sales



R. S. DOWLING
Manager
Export Sales



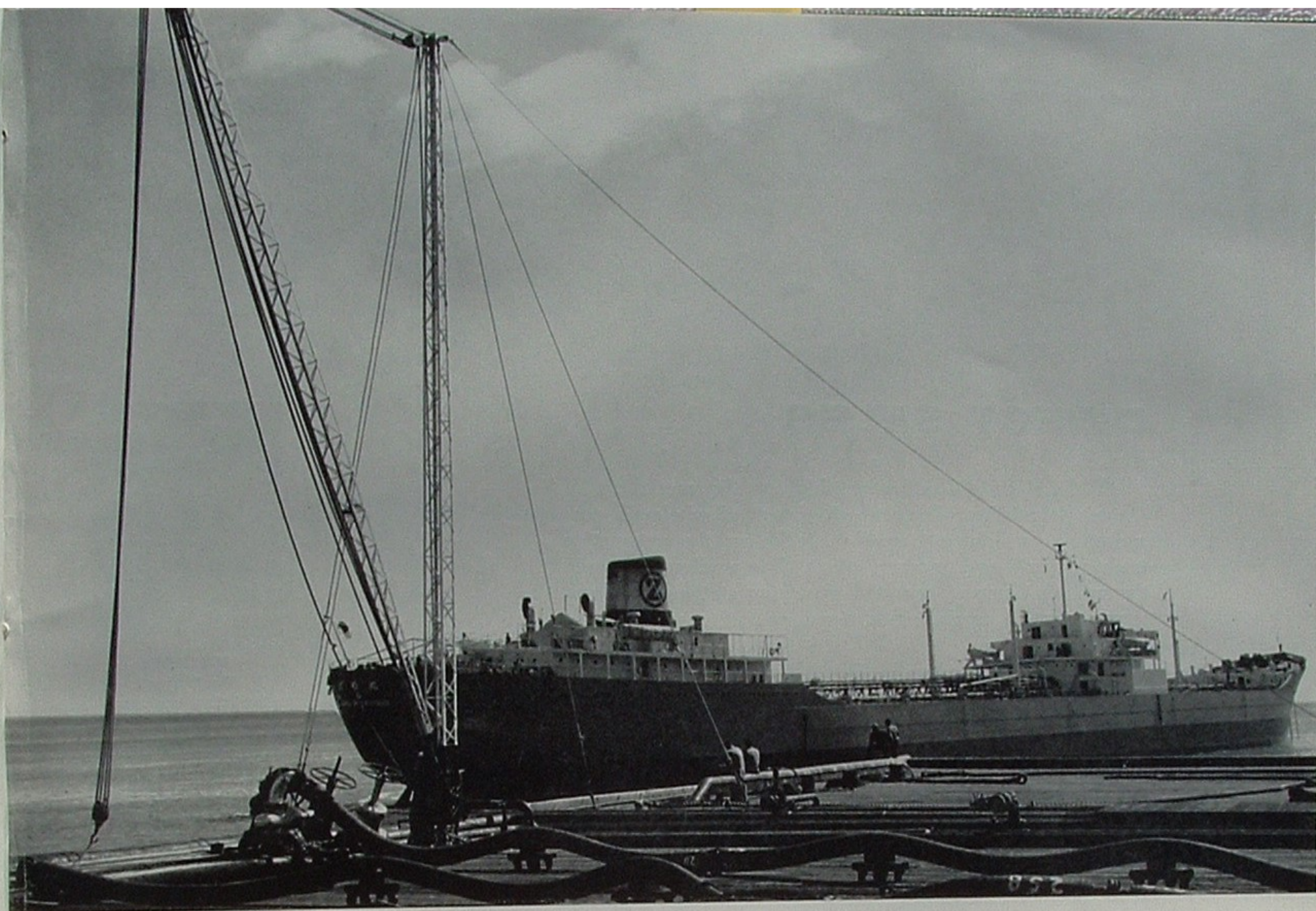
E. D. HERR
Sales Representative
Philadelphia



T. G. NASCA
Sales Representative
Chicago



W. SCHOEL
Sales Representative
Columbus



Japanese tankship at Port San Luis Obispo



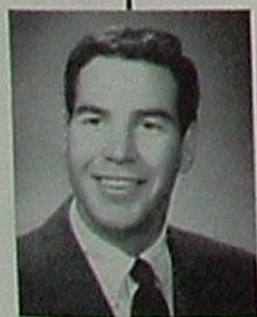
E. E. MAHONEY
Manager
Sales Services



W. E. THOMPSON
District Sales Manager
Japan



. NASCA
representative
Chicago



W. SCHOELLKOPF, JR.
Sales Representative
Columbus



P. E. HEWITT
Sales Representative
Kansas City, Mo.



D. G. ZENK
Sales Representative
Denver



F. J. MCCARTHY
Sales Representative
Jacksonville



P. J. ST. PIERRE
Sales Representative
New Orleans



M. L. LIPSON
Sales Representative
Dallas

DIRECT SALES

DIRECT SALES is responsible for the marketing of Union's branded products to all classes of wholesale consumers in our domestic market, including the automotive trade, airports and marine outlets. These sales are made through 41 Company-operated marketing stations, 391 consignee-operated marketing stations, and 38 wholesale distributors.

Eleven divisions handle Direct Sales activities in the western states. Their division office locations are at Seattle, Spokane, Portland, Sacramento, Salt Lake City, San Francisco, Oakland, Pasadena, Los Angeles, San Diego and Phoenix.

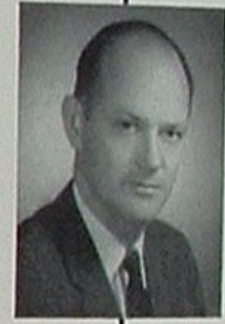
Headquartered at Union Oil Center is the National Accounts Sales, which is responsible for sales to national accounts, airlines, railroads and steamship companies.

The Asphalt Sales group, headquartered also at Union Oil Center, has field representatives stationed in Seattle, Portland, Sacramento, San Francisco, San Jose and Los Angeles.

Of 578 people now employed in Direct Sales, 542 are serving in division or territorial assignments.



ROY LINDEN
Vice President
Marketing Department



W. L. SPENCER
General Sales Manager
Direct Sales



A. R. OUSDAHL
Assistant General Sales Manager
Direct Sales



G. S. SMITH
Division Manager
Seattle



M. E. NICHOLS
Division Manager
Spokane



L. C. BURKLUND
Division Manager
Portland



R. D. DAVIS
Division Manager
Rocky Mountain Division



W. L. STEWART, III
Division Manager
Sacramento



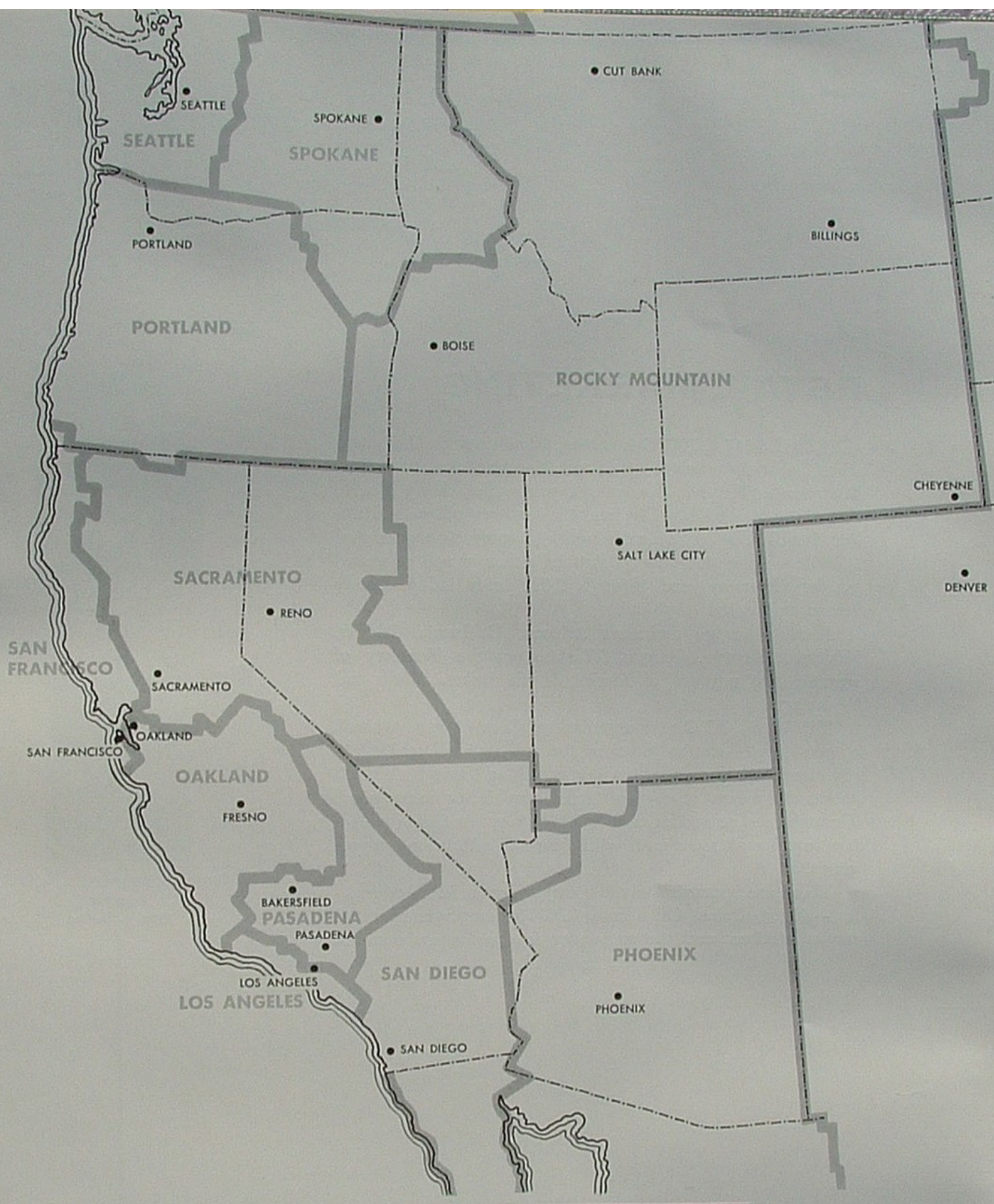
J. H. FISHER
Division Manager
Oakland



J. J. GRUNEWALD
Division Manager
San Francisco



E. R. McCLOUD
Division Manager
Los Angeles



J. GRUNEWALD
Division Manager
San Francisco



E. R. McCLOUD
Division Manager
Los Angeles



H. W. BRAGG
Division Manager
Pasadena



F. CULLING
Division Manager
San Diego



R. BRENCHLEY
Division Manager
Phoenix



T. E. LUKE
Manager
National Account Sales



D. L. NIELSEN
Manager
Asphalt Sales

RETAIL MARKETING

RETAIL MARKETING is accomplished through 11 division offices located at Seattle, Portland, Spokane, San Francisco, Sacramento, Fresno, Pasadena, Los Angeles, Long Beach, Phoenix and Salt Lake City and the territory office at Honolulu. Retail sales are made through 14 employee-operated and 2,375 lessee-operated service stations either owned or leased by the Company, and through 2,021 units independently owned and leased.

Retail coverage embraces Arizona, California, Idaho, Montana, Nevada, Oregon, Washington, the Territory of Hawaii; also portions of Alaska, North Dakota, Utah and Wyoming.

The Union Oil Center organization directs the acquisition of new service station locations through regional real estate representatives and promotes merchandising through all retail outlets by means of regional merchandising managers. Through sales promotion and training programs this organization supplies all retail units with sales aids and incentive programs.

There are approximately 300 employees in Retail Marketing—40 at Union Oil Center, 100 in employee-operated service stations, and the remainder in division assignments.



A. C. STEWART
Vice President



C. H. FINNELL
Manager
Retail Marketing



J. H. MCGEE
Division Manager
Seattle



J. E. McCAFFREY
Division Manager
Portland



R. C. GLASS
Division Manager
Spokane



G. F. HERRMAN, JR.
Division Manager
Rocky Mountains



W. M. McCLURE
Division Manager
Sacramento



W. S. CHRISTOPHER
Division Manager
Fresno



C. T. KNIGHT
Division Manager
San Francisco



T. R. MCGILLIARD
Division Manager
Los Angeles



D. R. HEPBURN
Division Manager
Long Beach



R. MCGILLIARD
Division Manager
Los Angeles



D. R. HEPBURN
Division Manager
Long Beach



O. D. DORSETT
Division Manager
Phoenix



C. E. RATHBONE
Division Manager
Pasadena



E. KENDALL, JR.
Manager
Real Estate



R. E. ROBBINS
Manager
Operations



W. K. DAVIDSON
Merchandising Manager



F. L. SPRINGMANN
Manager
Sales Aids & Materials

RESEARCH



FRED L. HARTLEY
Vice President
Research Department



A. E. KELLEY
Manager
Process Engineering Div.



W. E. BRADLEY
Manager
Refining Research Div.



CLYDE BERG
Manager
Design Division



J. E. SHERBORNE
Manager
Production Research Division



B. T. ANDERSON
Manager
General Services Division



M. W. LEE
Patent Counsel
Patent Division



G. H. HEMM
Manager
Commercial Development

INDUSTRIAL RELATIONS



N. T. UGRIN
Director
Industrial Relations

INDUSTRIAL RELATIONS assists all departments of Union Oil Company on matters concerning employment and technical recruitment, labor relations and negotiations, fire and safety engineering and training, wage and salary administration, and development of benefit programs and personnel policies.



G. G. CHAPPELL
Personnel Supervisor
Southern Region



F. C. BARR
Personnel Supervisor
Central Region



H. R. WEBB
Personnel Supervisor
Northern Region



C. M. HARNOIS
Manager
Labor Regulations & Contracts



J. E. HILL
Supervisor
Fire & Safety



H. J. LAW
Policy Development
Supervisor



C. H. MILLER
Supervisor
Wage & Salary Administration

The RESEARCH DEPARTMENT is responsible for applied and related fundamental research, in fields of Company interest, embracing the discovery and development of new products, new processes and new techniques that can be exploited at a profit. The research program is directed toward maintaining our competitive position and providing growth in three branches of activity—petroleum supply, petroleum products, and chemical products. The department is subdivided into eight functional divisions with a total of 380 Union Oil employees and 70 contract-support personnel.



A. W. LEE
Patent Counsel
Patent Division



G. H. HEMMEN
Manager
Commercial Development Div.



I. D. WEBB
Manager
Chemical Research Div.

PRODUCTION RESEARCH DIVISION is concerned with increasing the recovery of crude oil from the ground, through development of new or improved production and recovery techniques; providing technical assistance on field problems arising in Exploration and Production; and controlling corrosion in pipelines, oil wells, tankships, storage tanks and other Company installations.

REFINING RESEARCH DIVISION is concerned with new products and refining processes and improvements of existing products and processes; maintains a continuing surveillance of product quality; provides technical assistance to Manufacturing, Marketing, and Transportation & Supply; and predicts future product quality and refining trends. This division also does cooperative work with industry groups in the procurement of fundamental data and in the standardization of procedures and methods; and offers research and technical service in the field of air pollution.

CHEMICAL RESEARCH DIVISION devotes its efforts to the discovery of new and/or improved chemical products and processes; does research on new applications of chemical products; and provides technical service and contract research to Collier Carbon & Chemical Corporation.

DESIGN DIVISION designs, constructs and operates pilot plants to prove up new mechanical techniques and to provide process data; and performs technical service as requested by other Company departments.

PROCESS ENGINEERING DIVISION is responsible for the commercialization of potentially feasible petroleum and chemical processes; project appraisals as a guide to research effort and commercial application; and technical service to Company departments and the Commercial Development Division.

COMMERCIAL DEVELOPMENT DIVISION is responsible for the administration of the licensing program, and negotiation of business arrangements for industry use of Company process and product developments.

PATENT DIVISION is responsible for the procurement of patents on inventions by Company employees; protection of brand names used on Company products; negotiation of licenses and patent agreements; and protection of Union Oil in respect to the use of its patents and know-how.

GENERAL SERVICES DIVISION maintains and plans Research Center facilities and experimental test equipment; and coordinates the over-all non-technical business, service and industrial-relations activities of the Research Department.



H. J. LAW
Supervisor
Wage & Salary Admin.



C. H. MILLER
Supervisor
Wage & Salary Admin.



V. W. FREDERICKSON
Manager
Employment

The PUBLIC RELATIONS & ADVERTISING DEPARTMENT initiates and coordinates information and activities that reflect the Company's progress to customers, owners, employees and the public generally. Contacts with the press, radio and television are maintained. Direction of the 76 Sports Club and publishing of SEVENTY-SIX magazine are departmental functions. Advertising responsibilities, handled with the assistance of outside advertising agencies, include the preparation of trade, product and institutional advertisements and the selection of print, radio and television media.

The ECONOMICS & PLANNING DEPARTMENT provides analytical and planning services for operating departments and management, including the study and analysis of Company profits, departmental operations and expenditures, oil industry supply and demand, business conditions, and raw material prices. The department also is responsible for the preparation of operating plans, and for the quarterly and annual reports to shareholders.

The Marketing Research Department analyzes market conditions and the economic aspects of Union Oil's marketing operations. It assists in the programming of

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PUBLIC RELATIONS AND ADVERTISING



JERRY LUBOVISKI
Director
Public Relations & Advertising



T. D. COLLETT
Editor
SEVENTY-SIX Magazine



ELROY HIRSCH
Sports Director



EARL M. WELTY
Manager
Press Relations



WILLIAM H. THOMPSON, JR.
Manager
Public Service

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AND

new service stations, and conducts special studies of such factors as marketing methods, product handling and product netbacks.

The SECRETARY, with a staff of 11 employees, has a variety of administrative responsibilities relating generally to the corporate affairs of the Company and its subsidiaries. He is responsible for the preparation and recording of the minutes of all management meetings, and gives notification of actions which are taken to officers and department heads. With designated officers he executes contracts, deeds, leases, etc., and has custody of the corporate seals as well as the Company's official

documents and securities representing investments. He fulfills requirements of the corporate calendar to maintain good standing in 49 states and several foreign countries. The Secretary is responsible for shareholder relations and Annual Shareholders' Meetings, including solicitation of proxies. The department acts as a clearing house for inquiries from shareholders, employees and others; accepts service of legal papers; and supervises the activities of stock transfer agents and registrars. The Insurance Department comes under the Secretary's jurisdiction, as does the responsibility for operating and maintaining Union Oil Center and its cafeteria.

ECONOMICS AND PLANNING



C. F. PARKER
Vice President
Economics & Planning



W. H. BUELL
Manager
Economics & Planning



S. BIEHN
Manager
Market Research



W. R. CRAIG
Assistant Secretary



J. E. SUTTLES
Assistant Secretary



E. W. CAIRNS
Assistant Secretary



A. S. WELD
Building Representative



HOMER RATHBUN
Manager of Insurance

SECRETARY



R. F. NIVEN
Secretary

FINANCE



L. B. HOUGHTON
Treasurer

The TREASURER is custodian of all Company funds, which may be represented by bank deposits, accounts receivable, negotiable instruments and bills receivable. His department controls and is responsible for all banking arrangements, extensions of credit, collections, and other transactions involving the flow of capital. The Treasurer maintains a record of all receipts and disbursements; makes duly approved disbursements; assists in planning financial policies; services the funded debt; purchases and sells securities; and arranges for proper procedures in connection with foreign exchange. In general, the Treasurer, with a staff of 152 people, performs any and all acts pertinent to the position of financial officer, and receives and acts on instructions issued by the Board of Directors, Chairman of the Board, President, and Financial Vice President.



W. R. CRAIG
Assistant Treasurer



MYRON E. SMITH
Credit Attorney



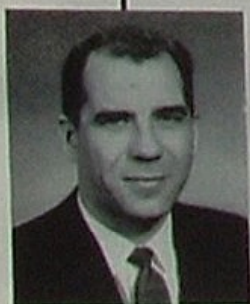
R. D. ROBERTS
General Credit Manager



H. H. HANSEN
Cashier



W. W. WORKMAN
Assistant General
Credit Manager



R. L. NOLAND
Credit Manager
Rocky Mountain Division



R. M. SHAFFSTALL
Credit Manager
Seattle



W. S. NEWTON, JR.
Credit Manager
Portland



T. J. FAHAY
Credit Manager
San Francisco



F. L. CROCE
Credit Manager
Sacramento



F. B. BREMER
Credit Manager
Los Angeles



A. A. BRISSON
Credit Manager
Phoenix



JACK KOINES
Credit Manager
Hawaii

LEGAL AND TAX



L. A. GIBBONS
Vice President &
General Counsel

The GENERAL COUNSEL'S DEPARTMENT has general supervision and control of the Company's legal affairs, including litigation and tax matters, the latter being handled directly by the department's Tax Division. The department advises with management and with the various operating departments with respect to all legal matters, laws and regulations pertaining to their operations; and negotiates and prepares or assists in the negotiation and preparation of contracts, leases and agreements of all kinds. Through its Tax Division, the department has the responsibility of computing, preparing and filing all tax reports and returns which the Company is required to file in conformity with laws and regulations.



A. A. HAUK
Assistant Counsel



D. C. GREGG
Assistant Counsel



D. L. SHEPHERD
Manager of Taxes



ARTHUR MACKENZIE
Assistant Manager
Tax Division (Property)



L. C. GLENDENNING
Assistant Manager
Tax Division (Income)



A. A. BRISSON
Credit Manager
Phoenix



JACK KOINES
Credit Manager
Hawaii



GEORGE C. BOND
Attorney



J. D. DAVENPORT, JR.
Attorney



S. C. HOUTS
Attorney



L. D. LAWRENCE
Tax Attorney



W. A. ELY
Excise Tax Supervisor



D. L. RUESCH
Tax Accountant

COMPTROLLER

The COMPTROLLER'S DEPARTMENT, the accounting organization of Union Oil, is responsible for the design and maintenance of the accounting system, controls, methods, printed forms, audit procedures, and form documentation of accounting records with respect to all business transactions,



MAX LORIMORE
Comptroller



R. E. DALBECK
Assistant Comptroller



E. C. ROGERS
Assistant Comptroller



R. M. TEAL
Supervisor
Office Services



M. E. JOYCE
Supervising Accountant
Financial Accounts



O. P. HILTON
Supervising Accountant
Systems & Data Processing



A. L. REED
Supervising Accountant
Payroll & Benefits



L. E. LIMBOCKER
Supervising Accountant
Disbursements



W. W. PHILIPS
Chief Field &
Refinery Auditor



C. M. GJERDE
Chief Marketing Auditor
Northern Region



O. D. HOVER
Chief Marketing
Auditor
Southern Region

properties, oil stocks and material supplies owned, and other relationships involving value rights. The department is responsible for assuring that monies disbursed are properly authorized and that assets and services contracted for are received and properly accounted for. All financial, operating and statistical statements submitted to shareholders, management and governmental agencies are prepared from records maintained under the Comptroller's direction. His staff is responsible for the admin-

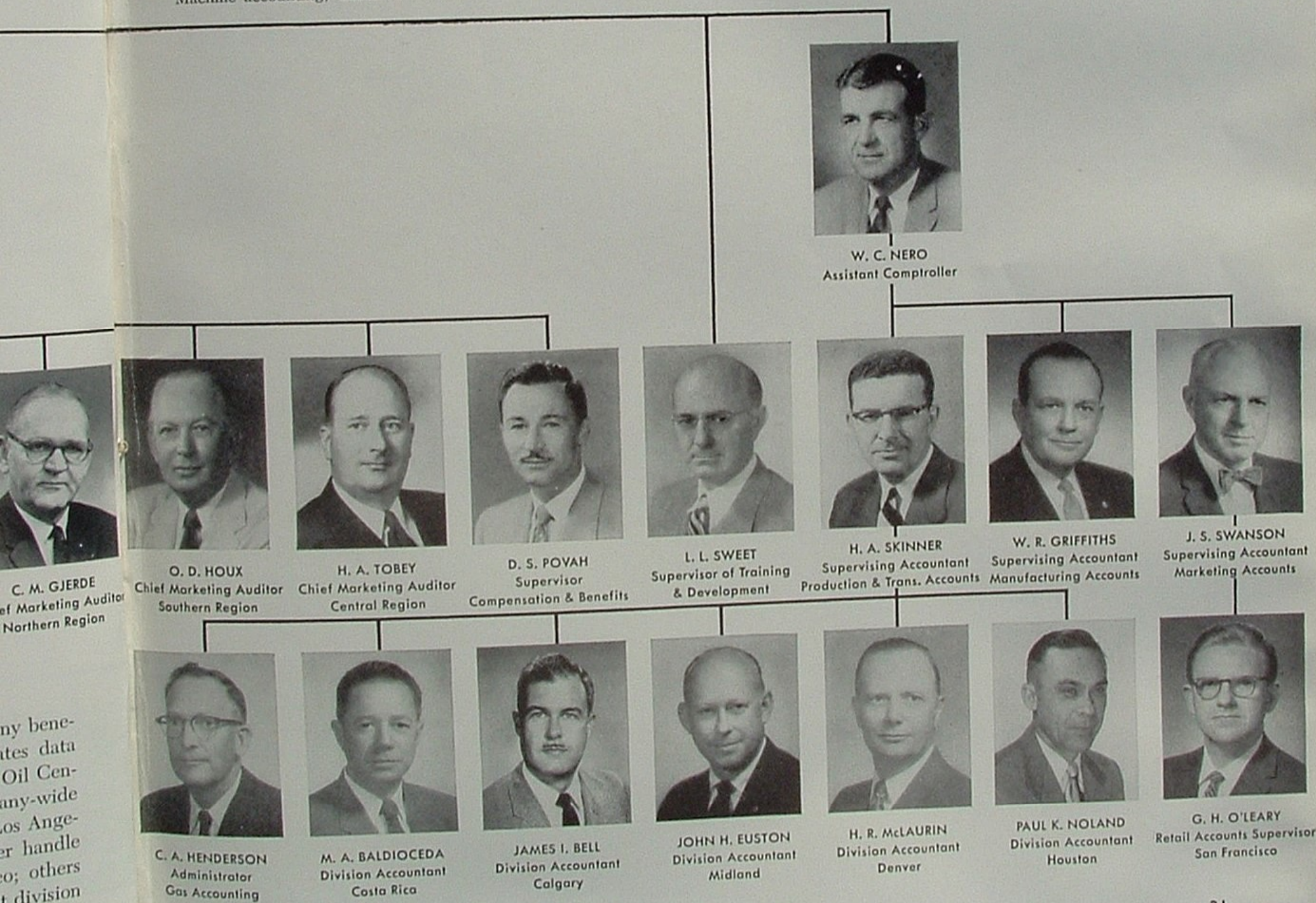
istration of, and records required for, all Company benefit plans; administers office services; and operates data processing and computing equipment at Union Oil Center. Of 836 employees who assist in these Company-wide responsibilities, 218 are located outside of our Los Angeles headquarters. A great majority of the latter handle the retail credit card function at San Francisco; others handle production and exploration accounting at division offices in the United States and in foreign countries.



C. A. HENDERS
Administrator
Gas Accounting



Machine accounting, Union Oil Center



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untries.

UNION OIL COMPANY OF CALIFORNIA
P. O. Box 7600
Los Angeles 54, California

Roy Linden

The only real security is earned

"I read in the paper that the thing people want above all else out of a job is security.

"Now it seems to me there's nothing wrong with wanting security. So long as you earn it.

"But how can we earn it when we continue to get salary increases without a comparable increase in productivity?

"Or when we limit individual incentive by restricting personal productivity?

"Or when we tax our people so heavily we discourage them from producing all they can?

"We have inherited a way of life which guarantees us more individual freedom than any other on earth. And an economy which has achieved the highest standard of living man has ever enjoyed.

"But we are in danger of losing both unless we realize a very simple truth:

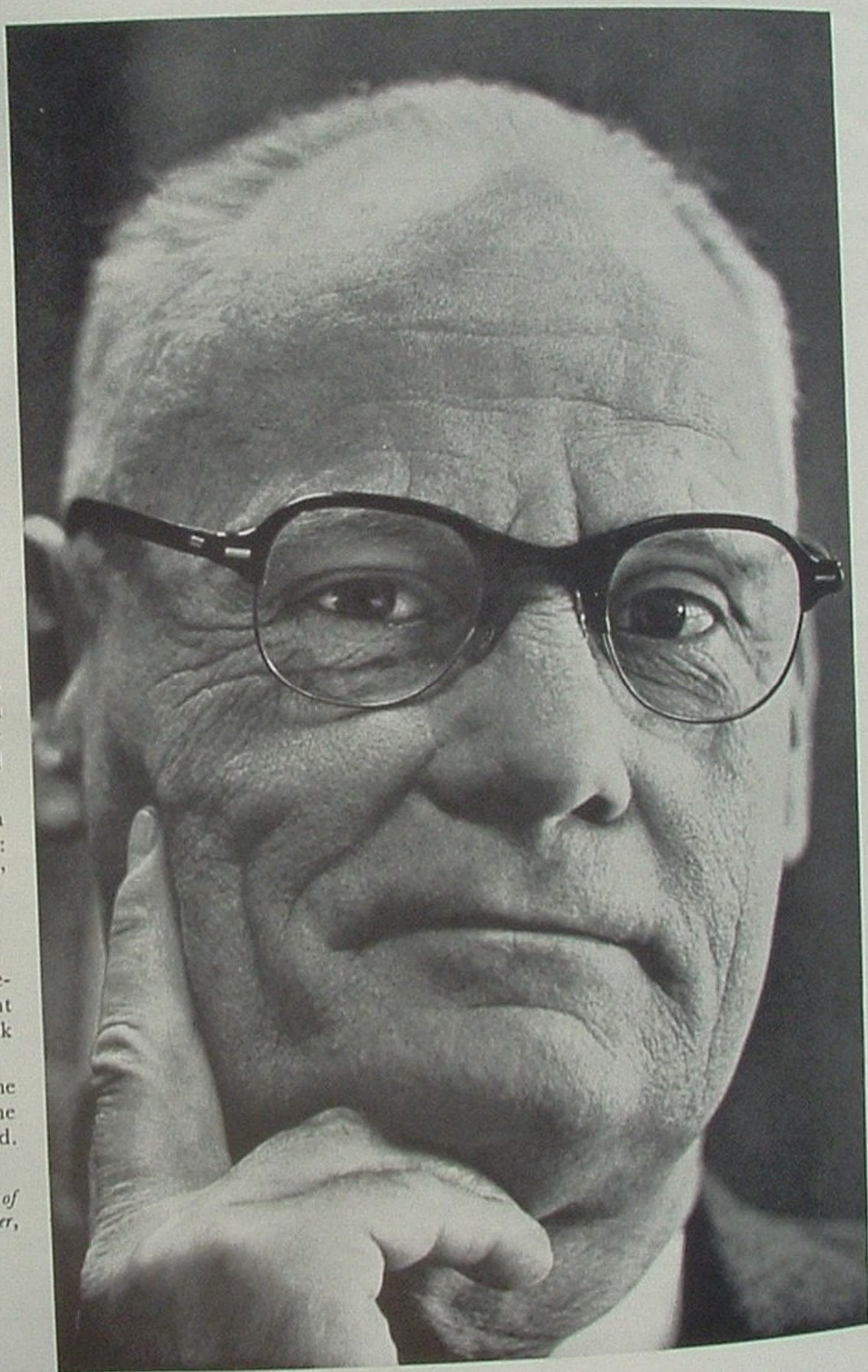
"The only real security is earned security."

* * * * *

Roy Linden started with us as a warehouseman in the Marketing Department 42 years ago. He worked 72 hours a week and made \$85 a month.

Today he is Vice President of the same department, and a stockholder of the company. His security has been earned.

YOUR COMMENTS INVITED: Write: Chairman of the Board, Union Oil Co., Union Oil Center, Los Angeles 17, Calif.



Union Oil Company OF CALIFORNIA **76**

MANUFACTURERS OF ROYAL TRITON, THE AMAZING PURPLE MOTOR OIL